

Gatsby Benchmarks – Evaluation (May 2021)

1. Benchmark 1: A stable careers programme

Compass evaluation: 100% (previous Dec 2020: 94%, national: 21%)

- Careers and work-related policy/access statement on the website
- CEAIG programme on the website and on display around the school
- Specific CEAIG activities for all year groups across the school
- Specific virtual assemblies and workshops related to CEAIG for all year groups across the school at least once a half term (remote provision continued during Spring term lock down, albeit a reduced programme)
- Teachers area on the website included (resources for staff)
- Governor approval and update on Careers education
- New AQC link appointed
 - Target- Continue to complete specific evaluations of activities by the employers/companies themselves

2. Benchmark 2: Learning from career and labour market information

Compass evaluation: 100% (previous Dec 2020: 100%, national: 45%)

- Parents informed of careers and LMI through the weekly newsletter and email communication
- Links with the Careers and Enterprise Company and allocated Enterprise Adviser
- Students have access to LMI information via their 'Start' career profiles
- LMI information now published on the website
- Students informed of LMI information through emails
 - Target- Continue to increase student access to LMI information

3. Benchmark 3: Addressing the needs of each pupil

Compass evaluation: 100% (previous Dec 2020: 100%, national: 20%)

- CEAIG programme with access for all students in all year groups
- Certain key groups of students targeted for certain sessions (challenging stereotypes, PP students, vulnerable groups etc)
- Keep systematic records of all activities that take place, with evaluations
- Enable pupils to access accurate records of their careers and enterprise experiences via their 'Start' careers profiles.
- Sharing of key data with local authority
- Destination tracking systems created for use with current Y11 for Sept 2020 for two years – Data Sharing Agreements with big feeder FE colleges, 'consent to contact beyond Tomlinscote' agreement established March 2020
 - Target- continued destination tracking of students for the full 3 years, beyond FE

4. Benchmark 4: Linking curriculum learning to careers

Compass evaluation: 87% (previous Dec 2020: 100%, national: 38%)

- Career related activities in key subject areas: Science, PSHE
- Curriculum display boards
- QIP targets- all subjects related to careers
 - Target- more departments to run specific CEAIG activities within their areas and to increase the number of careers related targets on whole school QIPs moving forwards
 - Ensure specific provision in English and Maths

5. Benchmark 5: Encounters with employees and employers

Compass evaluation: 100% (previous Dec 2020: 100%, national: 52%)

- Half termly virtual assemblies and workshops across different sectors
- InvestIN opportunities advertised to students and supported funding for eligible students
- Virtual talks and Q&A sessions emailed to students
 - Target: Continue to explore alternative ways to enable encounters to occur at present

6. Benchmark 6: Experiences of workplaces

Compass evaluation: 100% (previous Dec 2020: 100%, national: 47%)

- Year 10 work experience week still going ahead with a 'virtual' planned programme for June 2021
- Virtual work experience events shared with students
- In house virtual events organised for specific industry areas (e.g. Medicine)
- InvestIN partnership provides specific work experience opportunities for niche sectors
 - Target: Introduce new platform for tracking W.exp placements in 2021- GROFAR

7. Benchmark 7: Encounters with Further and Higher education

Compass evaluation: 85% (previous Dec 2020: 90%, national: 21%)

- Encounters with 6F colleges – via presentations and virtual events in Autumn 2020
- Encounters with apprenticeship providers – assemblies and a virtual parents evening presentation in March 2021
- Students display board and 'Careers Corner' in LRC- university and college information
- Assemblies from local colleges in KS4 – virtual in Autumn 2020
 - Target: increase student access to university information
 - Target: further increase opportunities with independent training providers and open this to more students

8. Benchmark 8: Personal Guidance

Compass evaluation: 100% (previous Dec 2020: 100%, national: 57%)

- Year 10/11 one to one Careers Guidance Interviews (conducted by a Level 6 trained independent Careers Advisor)
- Vulnerable/EHCP/SEND students targeted for first interviews
- RONI students targeted for increased personal support in Year 11 and further Careers Guidance interviews
- Individualised support for students without post-16 plans in Spring 2021
 - Target: N/A