

## **Gatsby Benchmarks – Evaluation (March 2022)**

### **1. Benchmark 1: A stable careers programme**

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 27%)

- Careers and work-related policy/access statement on the website
- CEIAG programme on the website and on display around the school
- Specific CEIAG activities for all year groups across the school
- Specific enrichment programme of assemblies and workshops related to CEIAG for all year groups across the school at least once a half term
- Teachers area on the website included (resources for staff)
  - Target- To attend another AQC meeting to update Councillors on CEIAG/post-16 progression

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

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 52%)

- 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 and the school website
- LMI information now published on the website for parents and the community
- Package bought from 'The Parent Guide' and access to all parent resources shared with parents and also uploaded to our website
- Students informed of LMI information through emails
  - Target- Continue to increase student access to LMI information through the curriculum

### **3. Benchmark 3: Addressing the needs of each pupil**

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 25%)

- CEIAG programme with access for all students in all year groups
- InvestIN bursary programme (Tomlinscote is a partner school) with all 10 allocated places for Disadvantaged students
- 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 student evaluations
- New Career Tracker created to monitor student engagement across the school- used for targeting purposes and case study information
- Sharing of key data with local authority
- New Destinations Tracker created for leavers from summer 2021 – includes detail of intended destinations and final destinations for a rolling 3-year period. To be used annually with each group of leavers
- Data Sharing Agreements with big feeder FE colleges, 'consent to contact beyond Tomlinscote' agreement established March 2021 under Surrey CC intended destinations data return
  - Target- continued destination tracking of students for the full 3 years, beyond FE
  - Target- more SEN students targeted for focus group and work shop sessions

#### **4. Benchmark 4: Linking curriculum learning to careers**

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 45%)

- Career related activities in key subject areas: English, Maths, Science, PSHE but this applies to all curriculum areas at Tomlinscote
- Curriculum display boards in all dept areas- updated in Spring 1
- QIP targets- all subjects have compulsory QIP targets related to careers for 2021/22
- Whole staff training meeting on 'careers in the curriculum' led by HL (Feb 2022)
- All curriculum departments have audited their careers provision and created 'curriculum maps' for careers highlighting CEIAG input and activities at least once a half term
- Regular updating of the resource area on Z Drive relate to subject specific resources- this has been utilised by depts to create their 'curriculum maps'
  - Target- SLT to audit careers 'curriculum maps' in Spring 2022
  - Target- Student Voice activity on visibility of careers to take place in Spring/Summer 2022

#### **5. Benchmark 5: Encounters with employees and employers**

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 58%)

- Half termly enrichment assemblies and workshops across different sectors
- InvestIN opportunities advertised to students and supported funding for eligible students (InvestIN bursary scheme)
  - Target: To ensure we continue to meet our target of at least one assembly per year group per half term related to the sector/theme for that half term (difficulties related to Covid at times)

#### **6. Benchmark 6: Experiences of workplaces**

Compass evaluation: 100% (previous Dec 2021: 100%, 2020 national: 52%)

- Year 10 'Key Stage 4 Progression Evening' launched the work experience week for June 2022 with students and parents
- Virtual work experience activities and information regularly emailed out to students and parents
- New platform for tracking W.exp placements launched with students and parents in Jan 2022- GROFAR and student support clinics run by the work experience team weekly in school to support with the organisation of Y10 work experience (June 2022)
  - Target: To ensure that all 300 Y10 students secure a placement for their upcoming work experience week (WB 20/06/22)

#### **7. Benchmark 7: Encounters with Further and Higher education**

Compass evaluation: 100% (previous Dec 2021: 80%, 2020 national: 30%)

- Encounters with 6F colleges – via presentations and assemblies in Autumn 1 half term 2021
- Encounters with apprenticeship and training providers providers – assemblies and a virtual parents evening presentation in November 2021
- Students display board and 'Careers Corner' in LRC- university and college information
  - Target: increase student access to university information
  - Target: further increase opportunities with independent training providers and open this to more students (link created with ALPS Surrey to explore this)

## **8. Benchmark 8: Personal Guidance**

Compass evaluation: 100% (previous Dec 2021: 100%, national: 61%)

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