

Gatsby Benchmarks – Evaluation (March 2024)

1. Benchmark 1: A stable careers programme

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 66%)

- 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 focus groups 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) which is routinely updated and resources systematically shared
- Attendance at the AQC meeting in Jan 2023 to update Councillors on CEIAG/post-16 progression - approval from the Governing Body
- Specific and discrete PSHE modules in every year group related to careers and post-16 progression. These were re-written and evaluated for this academic year (ongoing)
- Achievement of pay award from the CEC for the 100% achievement of benchmark 1 (July 2023)
 - Target- N/A

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

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 81%)

- Parents informed of careers and LMI through the weekly newsletter and ongoing email communication
- Links with the Careers and Enterprise Company
- Students have access to LMI information via their 'Spark' 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 (Oct 2023)
- Students informed of LMI information through emails
- All curriculum areas access and utilise LMI information within their 'careers in the curriculum' maps
 - Target- Continue to increase student access to LMI information through the curriculum and within specific lessons/topics
 - To utilise the newly established CEC bank of Enterprise Volunteers that can be utilised to support in-school events
 - Future Skills Questionnaire to be completed by all year groups in Summer 2024 to use as benchmark for intervention at each transition point (Upgrade to Compass+ done which utilises the full FSQs s may leave this until autumn 2024 and do this though Compass+)

3. Benchmark 3: Addressing the needs of each pupil

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 54%)

- CEIAG programme with access for all students in all year groups
- InvestIN bursary programme (Tomlinscote is a partner school) with allocated places for Disadvantaged students in the autumn and spring terms – 9 out of 10 of these places have been taken up by students to date (March 2024)
- 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

- Career Tracker utilised to monitor student engagement across the school- used for targeting purposes and case study information
- Sharing of key data with local authority
- Destinations Trackers maintained for each group of Year 11 leavers – includes detail of intended destinations and final destinations for a rolling 3-year period. To be used annually with each group of leavers
- Destinations section on the website showing our Year 11 leavers destinations for the last three years
- Service Premium students and post-16 section on the website detailing specific support. Link with Forces Employment Charity set up in Autumn 2022 and has continued to grow and extend its support throughout the year
- Presentation from the Forces Employment Charity to all Y7-11 Service Premium students (Oct 2023)
- 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- Upgrade to Compass+ tracking tool (March 2025) and attend the training session from Surrey Careers Hub (April 2024) in order to see whether we make the switch to using the Compass+ careers tracker
 - Target- more SEN and PP students targeted for focus group and workshop sessions

4. Benchmark 4: Linking curriculum learning to careers

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 76%)

- Career related activities in key subject areas: English, Maths, Science, PSHE, MFL but this applies to all curriculum areas at Tomlinscote
- Curriculum display boards in all dept areas. These are regularly reviewed and updated with new resources and materials
- Regular staff training meetings/updates on ‘careers in the curriculum’ led by HL (ongoing- next training due to be given in summer 2024)
- Training audit created and assessed for staff development- feeding into the training plan for 2023/24 academic year
- 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. Staff training to share good practice (July 2023)
- 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- Student Voice activity on visibility of careers to take place in Summer 2024

5. Benchmark 5: Encounters with employees and employers

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 80%)

- Half termly enrichment focus group, presentations, careers insight talks 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 PAL encounters for each phase (1: Y8/9, 2: Y10/11)

6. Benchmark 6: Experiences of workplaces

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 64%)

- Year 10 'Key Stage 4 Progression Evening' took place in Jan 2024 which included the launch of work experience week for June 2024
- Virtual work experience activities and information regularly emailed out to students and parents
- Utilisation of 'Grofar' for the management of the Year 10 work experience programme. Support for tutor groups and individuals in preparation for work experience week (Jan/Feb 2024)
 - Target- to ensure all 300 Year 10 students secure placements for Wex in June 2024

7. Benchmark 7: Encounters with Further and Higher education

Compass evaluation: 100% (previous Dec 2023: 80%, July 2023 national: 52%)

- Encounters with 6F colleges – via presentations and assemblies in Autumn 1 half term 2023
- Encounters with apprenticeship and training providers – assemblies and a virtual parents evening presentation in December 2023
- Students' display board and 'Careers Corner' in LRC- university and college information
- Year 10 'moving on' afternoon planned for July 2023 but had to be cancelled due to teacher strike action- This was re-run in Year 11 PSHE lessons in autumn 2023
 - 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). This is particularly for Year 9 students (one more statutory encounter now needed to be in place to meet PAL requirements- TBC)

8. Benchmark 8: Personal Guidance

Compass evaluation: 100% (previous Dec 2023: 100%, July 2023 national: 75%)

- 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 and re-seen throughout the year
- 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 of Year 11 to ensure all students have a post-16 plan by the time they have their exams in Summer 2024
- Trust level support (Prospects Careers Service) to offer results appointments with students for post-16 options following GCSE results day (August 2024)
 - Target: N/A