

## The Gatsby Benchmarks

1. A stable careers programme	Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. Learning from career and labour market information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
Addressing the needs of each student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
Encounters with employers and employees	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities, including visiting speakers, mentoring and enterprise schemes.
Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and to expand their networks.
Encounters with further and higher education	All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
Personal guidance	Every student should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

Note: The term ‘career guidance’ is used in this document and in recent government documents to describe the full range of interventions that support young people to make choices and develop their careers. The term ‘personal guidance’ is used to describe the one-to-one support offered by a Careers Adviser.

### **Opportunities for access**

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers:

	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
Year 7			
Year 8	Linking careers to the connected curriculum		
Year 9	IAG for options events Year 9 options evening 3rd October Feeding Britains Future event <a href="#">Video</a>		
Year 10	<b>WorldSkills UK LIVE</b> Formerly known as The Skills Show, WorldSkills UK LIVE will be held on 15-17 November 2018 at the NEC Birmingham. This is the largest skills, apprenticeships and careers event in the UK, so to register for updates <a href="#">visit the website</a> .		
Year 11	Post 16 options evening - 7th November	<b>National Apprenticeship Show</b> On 12 & 13 March 2019, Arena MK in Milton Keynes will host the National Apprenticeship Show with over 100 employers and providers showcasing opportunities to thousands of visitors in a lively, interactive, fun and informative	

		setting. Group bookings are available now. <a href="#">Book here</a> .	
Year 12	Post-16 small group sessions; Bank of England online workshop Network Rail introduction to apprenticeships Feeding Britain's Future event - the Hidden Job Market	<b>Big Bang Fair</b> The Big Bang Fair 2019 will take place on 13-16 March 2019 at the NEC Birmingham. For an overview of the success of the 2018 fair and to register for updates <a href="#">visit the website</a> .  UK University and Apprenticeship Show - all of year 12 attending	
Year 13	Post-16 small group sessions; Bank of England online workshop Network Rail introduction to apprenticeships  University of Leicester Personal Statement workshop	UK University and Apprenticeship Show - identified students attending who has specified apprenticeships as their next steps post 18.	

### **Whole school additional provision**

Every year group will have a six to eight week programme, every year through Essential Life Skills of Careers, employability and enterprise.

STEM Aspirations club meets every Monday lunchtime and usually has a visiting speaker (if not, then TED talk and discussion).

*This is a sample of provision this academic year, we will be adding opportunities as they become available across the year:*

<b>Time of year</b>	<b>KS3</b>	<b>KS4</b>	<b>Post 16</b>
Ongoing	Linking careers to the connected curriculum		The 'Jobs hub' a list of all vacancies ( part time and full

			<p>time and apprenticeships ) in Bedford. It is sent out to all sixth form students via email on a weekly basis.</p> <p>STEM Aspirations club meets every Monday lunchtime and usually has a visiting speaker (if not, then TED talk and discussion).</p>
	Tues - Thurs lunchtime drop in sessions in the career library		
September	<p>Assembly 25th September - Veterinary Surgeon delivered an assembly on the role of the Vet and the route through to this career.</p>	<p>Year 9 Options process through;</p> <p>ELS and tutor time - careers, employability and enterprise sessions 1 hour a week for 6 weeks</p> <p>To introduce Fast Tomatos career guidance programme.</p> <p>To introduce the option choices</p> <p>To support the students through the first choices of their school career</p>	
October		<p>3 x 60 minute IAG sessions</p> <p>Year 9 options evening</p>	<p>Network Rail assembly.</p> <p>BBC assembly</p>

		Year 10 Enterprise event - 6 Local SME businesses presenting and participating in Q&A with year 10 Business students	
November		Post 16 options evening Year 9 Feeding Britain's Future - The Hidden Job market; The food industry	Year 12/13 Feeding Britains Future - CV writing  WorldSkills day visit - NEC Birmingham L2 WorkSkills students all attend
	Tomorrow's Engineers Week 5-9 November 2018 BIG assembly		
December			
January			
February			6th form (Yr 13) Business students - talk and tour on careers at Tesco in Sandy.  Yr 12 Business students- Visit to John Lewis distribution centre to examine job roles behind the scenes.
March	National Apprenticeship Week through tutor time National Engineering Week		

		ASK - Year 11 Assembly on apprenticeships  MK Apprenticeship Show - Year 11 targeting identified NEET students who do not have post 16 provision yet.	ASK - targeted workshops on apprenticeship  MK Apprenticeship show - targeting L2 students who have identified they would be interested in an apprenticeship
April			
May			Career coaching workshops x 2 - Stephen Isherwood
June			HE evening - University of Leicester and 2 ex students 1 at Nottingham Uni the other from the Cabinet Office on an apprenticeship Assembly on Women in STEM careers. UCAS fair for all year 12's @UoB
July			Yr 12 Business students- talk from Nationwide Building society apprenticeships and finance positions
August		Year 11 results day Careers advisor on site  Year 11 into 12 enrolment day with interviews	Year 13 results day Careers advisor on site and UCAS school staff on site to support students through the clearing process if required.

### **Independent guidance provision**

Biddenham buys into the Bedford Borough Council Independent Careers Advisor group, which provides a consistent careers advisor for one day a week during term time.

The role of the independent careers advisor is to ensure students have access to impartial careers information, advice and guidance.

We are currently training an in house Level 6 careers advisor and our Careers Leader is studying at Nottingham Trent University on the Level 7 'Carers Leader' accredited course.

### **Biddenham Careers Entitlement**

All students can access the dedicated careers library during breaks, lunches and after school

All students can access the careers drop in sessions Tuesday-Thursday lunchtimes

All students can self refer to the careers advisor for an appointment

Every student by the end of Year 11 to have had at least one independent careers advisor appointment.

Targeted students in Year 11, 12, 13 and 14 will additionally receive in school guidance through our careers team which can amount to weekly contact with a member of the team to support students aspirations, applications and ongoing career planning 16-19. Full notes are taken of the meeting and tutors advised, in order for progress of applications to be monitored.

### **Basic - what all students have offered**

**Additional - Group meeting, mentoring with a member of the careers team**

**Intensive - NEET/SEND/EAL/PP**

<b>Measures for our Careers Programme</b>	<b>Review</b>
1. Number of NEET students post 16 and post 17	Through Bedford Borough Council data collection schedule, pre

	<p>NEET students are identified swiftly and independent careers appointments given to ensure progression post 16 and 17.</p> <p>Annual data</p>
2. Student forum - feedback from our Careers, Education and Employability programme	Termly update on ELS programme through the Student Forum
3. Aspirations information collected yearly	<p>Matching data between years, to see influence and direction of student pathways</p> <p>Retention of students onto Biddenham L2 programmes</p> <p>Retention of L2 programme students onto L3 programme</p> <p>Transition of students successfully onto local providers programmes</p> <p>Case studies on pre- NEET students and their eventual destinations</p>
4. Tracking students through Future First Alumni programme	Yearly