

The Careers Programme & Gatsby Benchmarks linked to Curriculum Provision

Pride Passion Partnership Professionalism Positivity

The Gatsby Benchmarks

Benchmark 1: A stable careers programme

Benchmark 2: Learning from career and labour market information

Benchmark 3: Addressing the needs of each student

Benchmark 4: Linking curriculum learning to careers

Benchmark 5: Encounters with employers and employees

Benchmark 6: Experience of workplaces

Benchmark 7: Encounters with further and higher education

Benchmark 8: Personal guidance

Gatsby Benchmark 1 - Providing a stable careers programme		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> The EHCP review process for each individual engages the student and their family in the process of planning for transition and adulthood from an early stage; involving everyone around the young person to support them in finding their future pathway from year 9. PSHE Curriculum 	<ul style="list-style-type: none"> The Stage 4 vocational curriculum contributes to the careers programme through identifying different employability skills and qualities used in each lesson. As part of the curriculum, pupils have the opportunity to achieve qualifications with a range of vocational providers including 'City and Guilds' Functional Skills, ASDAN and Arts Award courses, with specific levels and courses dependent on the curriculum stream of the pupil.

Gatsby Benchmark 2 - Learning from career and labour market information (LMI)		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Careers and Information Events – to take place in school with guest speakers and through visits to employers in the community. Work place visits e.g. Norwich Football Club, Theatre Royal, Supermarkets, Gaming Cafes, Crucial Crew (carousel visit with keeping Safe in different settings, first aid, fire safety and environmental awareness) etc. Relevant information shared with families such as useful websites and contacts, support providers. 	<ul style="list-style-type: none"> The Stage 4 vocational curriculum contributes to the careers programme through identifying different employability skills and qualities used in each lesson. Providers event – where representatives of colleges and other organisations attend to share what they offer for Post 16 learning and training opportunities Post 16 provision visits in collaboration with the Stage 4 team to support transition. Employer links and engagement including workplace visits and experiences of work. Community visits e.g. garden centers, local town library, planned independent travel into the local area, visits to supermarkets, theatres etc.

Gatsby Benchmark 3 - Addressing the needs of each pupil		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Bespoke support from Independent Careers Advisor from year 9. PSHE curriculum - Our PSHE curriculum aims to give our pupils the knowledge to understand the choices they face as they grow up and the skills to make safe choices as they prepare to become adults. Practical PSHE lessons further enhance the core Stage 3 curriculum focusing on independence skills. 	<ul style="list-style-type: none"> Individual Career Action Plans prepared with Independent Careers Advisor and shared with pupils and families. Bespoke experience of work - All pupils have the opportunity to experience the world of work at a level appropriate to their individual needs. ASDAN Employability in Stage 4 develops real world experiences of work, promotes resilience and independence. Individual Independent Travel Training through TITAN Travel.

	<ul style="list-style-type: none"> • An understanding and appreciation of cultural and citizenship matters, including British values. • Pupil and Family Support team working with families for all round individual support. • Speech, Language & Communication support for identified pupils. • 'Total Communication' ethos of whole school. 	
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Gatsby Benchmark 4 - <i>Linking curriculum learning and careers</i>		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<p><i>What are we doing to meet this benchmark?</i></p>	<ul style="list-style-type: none"> • Many aspects of the school curriculum and provision link to the careers programme discreetly by preparing our pupils for their future, including: <ul style="list-style-type: none"> • The PSHE curriculum • Talkabout curriculum • Beliefs, Values and Citizenship lessons • P.E • TITAN Travel Training • Conversations with employees at workplaces through planned trips and visit. 	<ul style="list-style-type: none"> • Enterprises involving pupils, staff and families. • Functional Skills courses. • ASDAN and Arts Award courses. • Student Council membership. • Lunchtime Duties (experience of work). • Playground Buddies – supporting pupils to play together.

Gatsby Benchmark 5 - Encounters with employers and employees		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Local community visits, including through the Humanities and PSHE Curriculum. Employer visits to school - Community links with employers where they are welcomed into school. 	<ul style="list-style-type: none"> External workplace visits in a wide range of areas. This includes animal care, horticulture, care homes, local garages, retail, catering etc. Internal work experience - All pupils have the opportunity to experience the world of work at a level appropriate to their individual needs e.g. supporting the caretaker, helping in the office, supporting in a TA role within lower school.

Gatsby Benchmark 6 - Experience of Workplaces		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Local community visits - this includes animal care, horticulture, care homes, local garages, retail, catering etc. Participating in Vocational Enterprise Activities 	<ul style="list-style-type: none"> Vocational Enterprise Activity where pupils learn about business by producing plants and seasonal gifts for sale or through valeting and detailing vehicles. Workplace visits. Older pupils supporting younger pupils in school, e.g. internal work experience. Pupils also experience local further education providers including their vocational programmes e.g., farming and hair and beauty at the local college.

Gatsby Benchmark 7 - Encounters with further and higher education		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Information on Post 16 Learning Provision and Opportunities shared with pupils and families via newsletter, Annual Review meetings, school website, and direct communication. 	<ul style="list-style-type: none"> Post 16 Learning Provision visits. Appropriate Post 16 providers attend Annual Review Meetings. Post 16 learning providers visit school and meet pupils. Post 16 Intentions and Destinations data capture supports and informs our 'working together' ethos to support our young people and their families with their transition to appropriate courses.

Gatsby Benchmark 8 – Personal Guidance		
	All pupils in Stage 3 and Stage 4	Stage 4 pupils
<i>What are we doing to meet this benchmark?</i>	<ul style="list-style-type: none"> Comprehensive offer from the Teaching and Support staff. Independent Careers Advisor from year 9 	<ul style="list-style-type: none"> Bespoke support from Independent Careers Advisor – visual and written Career Action Plans are put together with guidance and shared with families and staff which help to inform the annual review.