

The Gatsby Benchmarks

The nationally recognised ‘Gatsby benchmarks’ of careers education are used by KLAH as a basis for setting our careers and employability strategy.

For further reading on these benchmarks please see links below:

- <http://www.gatsby.org.uk/education/focus-areas/good-career-guidance>
- <https://www.careersandenterprise.co.uk/schools-colleges/understand-gatsby-benchmarks>

The eight benchmarks have been embedded in the CEIAG programme for Kings Leadership Academy Hawthorne’s

Benchmark	Requirements	Provision at KLAH
1.A Stable Careers Programme	Every school and college should have an embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers and governors	CEIAG programme: -is approved by Governors -has resources allocated as appropriate -is published on the school website with information aimed at teachers, parents and carers, students, employers -has both strategic and operational elements -is evaluated every 3 years and more frequently from feedback from all stakeholders YHA leads careers with support from SLT – PGI designated SLT link
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.	-Careers section on the KLAH website includes Labour Market Information and access to LMI websites -Conversations with our Independent Career Advisor Annemarie Grant include LMI. -Regular Careers lunches provide pupils with opportunities for a Q&A session with a wide cross section of local employers, often including those who are non stereotypical of their industry. - Years 8 and 9 receive specific information on labour markets and how they may be used during ASPIRE sessions and on Super learning Days -All years have access to Unifrog and LMI websites to access information -Pupils have access to STEM opportunities through the curriculum
3.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	- Years 8 students have individual meetings with SLT/dock tutors to discuss final option choices - Year 10 and 11 pupils have regular individual meetings with YHA - Year 11 pupils have individual meetings with our independent careers advisor Mrs. Grant.

	throughout.	<ul style="list-style-type: none"> - YHA delivers a programme of assemblies linked to the ASPIRE sessions in each Learning Cycle – specific to a cohort - FE college representatives attend Year 10 and 11 parents evenings which provides opportunities for pupil and parents to and seek guidance at an appropriate time. - Plans are personalised and include information and web-links as discussed during the pupils Career Conversation, they are shared with pupils electronically and they are encouraged to share with parents. -Years 7 – 11 use Unifrog for independent research and support - Year 10 and 11 take part in a careers fayre enabling students to discuss individual issues with a range of employers -Year 11 attend a mock interview with local employers and receive individual feedback about the strengthens of their interview -small groups of Year 10 and 11 are offered bespoke visits to Hugh Baird college tailored to the career interests of pupils.
4. Linking the Curriculum and Learning	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.	<ul style="list-style-type: none"> -Inset for all staff delivered by YHA -Inset from Matt Jones on Use of Unifrog resourses - Curriculum areas signpost resources and display information re careers within their subject area - Teachers are supported via YHA and Careers Champions to embed CEIAG within the curriculum -Teachers use Unifrog and case studies from other schools to build their CEIAG capacity within the curriculum -Pupils have access to STEM opportunities through the curriculum
5. 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.	<ul style="list-style-type: none"> - A Programme of employer talks from Year 7 to 11 is being developed. (Zoom and Video clips are utilised) - Employers lunches with Year 10 will take place from January. - Employer visits within the Curriculum - Pupils in years 10 and 11 follow a programme of study using Barclays Life Skills on Super Learning Days -Pupils in Year 10 and 11 attend an annual Careers Fayre -National Careers Week is highlighted and assemblies and events planned. -Year 11 attend a mock interview with local employers -Pupils utilise Unifrog resources in ASPIRE Sessions and on Super Learning Days
6. Experiences of	Every student should have first-hand	-Year 10 undertake one week of work

workplaces	experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks	experience during the summer term including preparation, monitoring, debrief and evaluation
7. 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.	<ul style="list-style-type: none"> - Post 16 Options presentation to Year 11 by the staff from various FE colleges -Careers Fayre carousel event for Years 10 and 11 -Year 10 Visit to South Sefton Campus of Hugh Baird College for A-Level taster sessions. -Year 10 and 11 visits to Hugh Baird College - Key Stage 3 and 4 pupils utilise Unifrog resources to investigate FE and HE - University visits offering degree taster sessions to all Year Groups - University Summer Residential Courses for Year 10 related to various degrees and introduction to student life -Involvement in Merseyside Medics Programme co-ordinated by Liverpool University -Visits by Years 10 and 11 to University and Apprenticeship Fayres - The KLAH website signposts a range of Careers and Apprenticeship websites including governmental websites.
8. Personal Guidance	Every student should have opportunities for guidance interviews with a career 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.	<ul style="list-style-type: none"> - Years 8 students have individual meetings with SLT/dock tutors to discuss final option choices - Year 10 and 11 pupils have regular individual meetings with YHA - Year 11 pupils have individual meetings with our independent careers advisor Mrs. Grant. - Small group mentoring of pupils by members of Career Connect -Year 11 have a mock interview and receive guidance from employers - Year 10 and 11 Employers Lunch provides an opportunity for further one to one conversation