

19.11.20

Gatsby Benchmark	Requirements	Carew Plan	Key Dates	Lead/s	RAG
1. A stable careers programme	<ul style="list-style-type: none"> Whole-school careers programme is written down. Approved by board of governors. Explicit backing of SLT. Has resources allocated to it. Has systematic monitoring in place. Strategic and operational elements. Published on school website. School website info aimed at students. School website info aimed at teachers. School website info aimed at employers. School website info aimed at parents/carers. Careers programme evaluated for effectiveness at least every 3 years. Careers programme evaluated using systematic feedback from students. Careers programme evaluated using systematic feedback from teachers. Careers programme evaluated using systematic feedback from employers. Careers programme evaluated using systematic feedback from parents/carers. Identified lead individual with strategic responsibilities for overseeing. 	1. Governor (Jo Lewis) who has specific responsibility for careers in constant contact with LC.	Ongoing	LC	
		2. Resources in library, including college prospectuses, books about range of careers; resources about skills, careers pathways and progression routes, employment sectors, jobs, salaries, training, apprenticeships, colleges, working life, financial planning.	Ongoing	LC KD	
		3. Systematic monitoring of WEX placements and off-site placements.	Ongoing throughout the year.	LC JC	
		4. Website: Info aimed at teachers and students. To be updated on a termly basis.	Ongoing	LC	
		5. Careers programme currently being evaluated and improved.	Ongoing. To be formally evaluated again every year based on the cohort.	LC	
		6. Evaluation of programme questionnaire to be created for students.	Students to evaluate all careers events. Ongoing evaluation of Carew Careers throughout the year.	LC	
		7. Evaluation of programme questionnaire to be created for employers.	Employers to evaluate all careers events. Evaluation of Careers Day to be sent to attendees.	LC JC	
		8. Evaluation of programme questionnaire to be created for parents/carers.	Evaluation of Careers Provision at Carew to be sent to parents by end of Summer Term.	LC	
		9. Evaluation of programme questionnaire to be created for teachers / tutors.	Tutors to evaluate all careers events. Ongoing evaluation of Carew Careers throughout the year.	LC JC	
		10. Add CPD for staff about careers into the year plan.	Ongoing CPD Specific CPD planned for Monday 25 th Jan 2021 for teachers	LC NT	
2. Learning from career and labour market information	<ul style="list-style-type: none"> Ensures that students by the age of 14 have used up-to-date career and labour market information to help inform study/career decisions. Encourages parents and carers to use career path and labour market information to aid the support given to their children. 	11. See point 2.	Ongoing	LC	
		12. In-built learning about careers into key subjects across the school, from Year 7 onwards. These career links to be explicitly explained in a document for English, Maths, Science and PSHE/RSE.	Ongoing	LC TLR post-holders	
		13. Website to be used to communicate information about labour markets and future study options through the LMI bulletin from the Education Development Trust - to be updated regularly.	Ongoing	LC	
		14. Local enterprise partnerships to be built up further. Invite to Open Days and Careers Fairs.	Ongoing	LC	

		<p>15. Careers Day and Fair (Years 7+): Includes explicit lessons about careers for a whole day, as well as time to meet with prospective employers and local colleges. Lessons to be linked to curriculum – literacy, numeracy etc</p> <p>Due to Covid restrictions, this may be a virtual event. TBC.</p>	Planned for Friday 5 th March	LC KD	
<p>3. Addressing the needs of each pupil.</p> <ul style="list-style-type: none"> Provides a careers programme that raises aspirations of all students Provides a careers programme that challenges stereotypical thinking (In terms of gender etc) Keeps systematic records on each pupils' experiences of career and enterprise activity Enables pupils to access accurate record about their careers and enterprise experiences Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school Shares above mentioned data with the local authority Works pro-actively with the local authority and careers advisers to provide careers guidance to vulnerable pupils and special educational needs and disability (SEND) students. 	<ul style="list-style-type: none"> Provides a careers programme that raises aspirations of all students Provides a careers programme that challenges stereotypical thinking (In terms of gender etc) Keeps systematic records on each pupils' experiences of career and enterprise activity Enables pupils to access accurate record about their careers and enterprise experiences Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school Shares above mentioned data with the local authority Works pro-actively with the local authority and careers advisers to provide careers guidance to vulnerable pupils and special educational needs and disability (SEND) students. 	16. External career guidance arranged through the Education Development Trust (Years 9 and 12: Skills for FE and Work; Years 11 and 13: Skills for Life). Interview feedback to be sent home so parents/carers can continue discussing with their child.	Interviews organised on an ongoing basis.	LC KD	
		17. Internal careers guidance in Years 10 and 11 offered via careers days and enterprise week (to replace WEX this year due to restrictions).	Ongoing	LC KD	
		18. Systematic records of WEX placements. (Enterprise Week to replace WEX this year. To take place 8th-12th Feb 2021).	Ongoing	LC JC	
		19. Systematic records of external provisions.	Ongoing	LC HM	
		20. Pre and Post WEX questionnaires completed by students. (questionnaires about Enterprise Week to replace WEX questionnaires this year).	Once a year	LC JC	
		21. Students to keep a computerised Careers Folder from Year 7 onwards – includes their own experiences, Vocational Profile (updated each year), skills and experiences learnt about etc. This to be updated each year in Computing – two weeks dedicated to Careers.	To take place in Autumn 2 2020.	LC DW	
		22. Collect accurate data for each pupil on their destinations for 3 years after they leave school. Information shared with local authorities (mainly Sutton, Croydon, Merton, Surrey) and via EHCPs.	Ongoing	LC Deb Capon Rebecca Steel Amy Wood	
		23. Years 9 and 10 students who have shown particular enthusiasm, effort and progress in STEM subjects invited to attend the 'Big Bang Near Me.'	Date TBC	MW GW	
		24. Robots Workshop – STEM grant approved by the Royal Institute. Digital Pathway students to attend.	4 th February	GW	
<p>4. Linking curriculum learning to careers</p> <ul style="list-style-type: none"> All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> English lessons Maths lessons Science lessons PSHE lessons 	<ul style="list-style-type: none"> All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> English lessons Maths lessons Science lessons PSHE lessons 	25. See point 12.	One-page document received from each member of staff by May half term.	LC + TLR Holders	
		26. Maths Enterprise Week: During the week Maths lessons are spent looking at the focus and creating/buying items to sell, looking at advertising and other parts around it in tutor times etc. leading up to the big event where pupils sell their wares to staff, pupils and parents	Date TBC.	MW	
<p>5. Encounters with employers</p> <ul style="list-style-type: none"> All/the overwhelming majority of pupils have at least one meaningful encounter with an employer every year they are at your school. 	<ul style="list-style-type: none"> All/the overwhelming majority of pupils have at least one meaningful encounter with an employer every year they are at your school. 	27. See point 15.	Planned for Friday 5 th March	LC	

and employees					
6. Experiences of workplaces	<ul style="list-style-type: none"> All/the overwhelming majority of pupils have had a meaningful experience of a workplace by the end of year 11. All/the overwhelming majority of pupils have obtained a meaningful experience of a workplace during years 12 and 13. 	28. Due to covid restrictions, we will hold an Enterprise Week to replace WEX for Years 10—13 this year. We will have an external company in to run an enterprise day; all lessons will be based around WEX skills; we will also have more practice interviews.	Planned for 8 th -12 th February 2021.	LC KD	
		29. Assemblies – visits from different types of employers. These will happen as much as possible in accordance with government covid guidelines.	Ongoing – throughout the year	LC KD	
7. Encounters with further and higher education	<ul style="list-style-type: none"> By the time they leave school all/the overwhelming majority of pupils: <ul style="list-style-type: none"> Have had meaningful encounters with sixth form colleges Have been provided with information about the full range of apprenticeships, including higher level apprenticeship Have had meaningful encounters with general further education colleges Have had meaningful encounters with independent training providers 	30. See points 15, 16, 17 and 29.	Ongoing – throughout the year	LC	
8. Personal guidance	<ul style="list-style-type: none"> All/the overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11 All/the overwhelming majority of pupils have had at least two interviews with a professional careers adviser by the end of year 13 	31. See point 16.	Ongoing – throughout the year	LC	