

### **Gatsby Benchmark 3: Addressing the Needs of Each Pupil**

*“Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school’s careers programme should embed equality and diversity considerations throughout.”*

At Balshaw’s we have planned for a 5 year Careers Education, Information, Advice and Guidance programme reflecting the different needs of students at each point of their Balshaw’s journey. We use our knowledge of each pupil as an individual, through positive relationships and student surveys to tailor the offer to the needs of the individual.

In order to meet this benchmark Balshaw’s C.E. High School ensures that:

- The Whole School Careers Plan links directly to the differing needs of each students as individuals and reflects the changing nature of their needs during their 5 year High School experience.
- All students are encouraged to follow their own particular pathway, stereotypes are challenged and individual choice encouraged.
- Year 11 Careers Survey
- Year 11 are tracked for applications, personal statements, CVs, intended and actual destinations. Support is provided where necessary to ensure all Students have the best opportunity of getting to the next step.
- Year 11 access to Level 6 CEIAG independent Careers Advisor for one to one guidance.
- Year 9 GCSE Options choices are supported through the Information Evening.
- Year 10 applications supported through Mock Interviews.
- Engagement with Local Authority, Providers and Alumni to track 3 Years of destinations data.

At Balshaw’s this results in:

- Raised aspirations and sustained improvements indicated by destinations data.
- Pupils are fully supported through all pathway decisions.
- Tracking documents ensure that intended destinations are appropriate, aspirational and contain no gaps, especially for pupil premium students. Intervention provided where necessary.
- Students and their Parents/Carers are invited for Year 9 options interviews with their Head of House or Form Tutor.