

### **Gatsby Benchmark 8: Personal Guidance**

*“Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided that they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.”*

Providing our students with the individual guidance they need is central to the Careers strategy at Balshaw’s as we recognise that all our students are unique individuals each with their own path to follow. All staff at Balshaw’s are always happy to support our students when it comes to making the important choices on which route to follow, however we have a specialised team in place to ensure that expert guidance is on hand for all our young people when they need it. All Year 11 pupils are given appointments with our Level 6 Independent Careers Advisor and further sessions are available on request for any students who feel that they need a bit more support in the big decisions they have in front of them. The School also ensure that all students are supported in completing an application to at least one FE provider, as well as a personal statement and CV. Every student is offered the opportunity to undertake a mock interview with a member of industry.

In order to meet benchmark 8, Balshaw’s C.E. High School ensures that:

- All Year 11 pupils receive guidance from a Level 6 Qualified IAG advisor
- Students progress towards making their important future choices is tracked and intervention put in place to support those who are struggling to prepare for this transition.
- Website promotes National Careers Service website and helpline
- Careers Leader follows up on all Action Plans to ensure suitability of intended destinations

At Balshaw’s this results in:

- Guidance interviews: guaranteed individual appointments for all disadvantaged pupils
- Staff are given responsibility for their tutees with Pastoral Staff providing additional support.
- Ensure we meet the needs of all pupils, prevent NEET and ensure suitability of post-16 pathway