

There are 8 Gatsby Benchmarks:



Together, they underpin our careers' provision through PSHEE, timetabled lessons, dedicated careers' advisor appointments and specific interactions with external employers and educational stakeholders. The Gatsby Benchmark framework aims to ensure that all students in Years 7-13 are entitled to:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options evenings, assemblies and group discussions and taster events.
- To understand how to make applications for the full range of academic and technical courses.

The Careers' Team:

Mrs Parnaby, our Strategic Lead for careers, oversees the development of the careers' programme. Mrs Ho, Operational Lead, is responsible for the day-to-day running of the careers' provision. We also have Mr Hope who is our Sixth Form Progression Lead. He works with students in our sixth form to maximise their potential at Carmel College. We provide independent careers' advice to students through our own careers adviser, Ms Waterfall-Brown. She offers independent advice and guidance to ensure we are compliant with government expectations.

Provision includes careers' assemblies and sessions, CEIAG, workshops, employability skills including interview techniques and First Aid, enterprise activities and partnerships with local business and industry. We work closely with the Tees Valley Combined Authority and have 1 Enterprise adviser. We have an active School-Business partnership group that support a range of meaningful interactions with employment.

The written guide below shows the variety of experiences that are on offer at Carmel College, broken down into the Gatsby Benchmarks. From this you can see the range of exciting opportunities students at Carmel College can expect in each academic year.

If you are able to help with the provision of external speakers or employment opportunities for our students, please do not hesitate to get in touch - Louise Parnaby or Hannah Ho or Lindsey Waterfall-Brown via telephone: 01325 254525; email: carmelcareers@carmel.bhcet.org.uk

	Gatsby Benchmark 1 A stable careers programme	Gatsby Benchmark 2 Learning about the Labour-Market	Gatsby Benchmark 3 Addressing the needs of each pupil	Gatsby Benchmark 4 Linking careers to the curriculum	Gatsby Benchmark 5 Encounters with employers/employees	Gatsby Benchmark 6 Experience of workplaces	Gatsby Benchmark 7 Encounters with Further and Higher Education	Gatsby Benchmark 8 Personal guidance
YEAR 7	<p>Year 7 introduced to Unifrog and begin profiles September.</p> <p>Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support.</p> <p>PSHEE delivery on Aspirations for Life. This will access goal setting and raising aspirations.</p> <p>Future Pathways- celebrating a career each week during form time.</p>	<p>Every week LMI is shared through the PREP PowerPoint which is then discussed during form time.</p> <p>Step into the NHS competition launched during PSHE and assembly in the spring term.</p>	<p>PSHE delivery on careers routes throughout the year.</p> <p>EPRA evening in the autumn term.</p>	<p>Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects.</p> <p>Lessons;</p> <ul style="list-style-type: none"> - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors 	<p>NHS Careers Fair in the spring term.</p> <p>Guest speakers from employers such as EE, Jacobs and the NHS throughout the year who will discuss the various routes into careers.</p>	<p>Virtual or in person visit to a local site based on year group interests in the summer term.</p>	<p>Local educational providers are invited to assemblies.</p> <p>Targeted trip to a university to raise aspirations.</p>	<p>Group session with careers advisor, also students can come along on a Friday lunch time to the weekly drop-in session.</p>
Learning Outcome Year 7	<p>Students will be able to create an online profile using Unifrog and have completed both the personality quiz and their “frog type”.</p> <p>Students will have completed the “treasure Hunt” activity on Unifrog to understand how to use the platform in searching for career profiles and had made a careers portfolio to share with form tutors and parents.</p> <p>Students will be able to discuss employers they have found interesting and understand more about the local labour market.</p>							

YEAR 8	<p>Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support.</p> <p>PSHEE delivery on Aspirations for Life. This will access goal setting and raising aspirations.</p> <p>Future Pathways- celebrating a career each week during form time.</p>	<p>Every week LMI is shared through the PREP PowerPoint which is then discussed during form time.</p> <p>Local LMI is shared in assembly.</p>	<p>PSHE delivery on careers routes.</p> <p>Guest speakers from employers such as EE, Jacobs and the NHS throughout the year who will discuss the various routes into careers.</p> <p>EPRA evening in the summer term.</p>	<p>Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects.</p> <p>Lessons;</p> <ul style="list-style-type: none"> - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects 	<p>Big Project with Jacobs starts in September and runs to July.</p> <p>NHS Careers Fair in the spring term.</p>	<p>Virtual or in person visit to a local site based on year group interests in the summer term.</p>	<p>Local educational providers are invited to assemblies.</p> <p>Targeted trip to a university to raise aspirations.</p>	<p>Group session with Careers advisor scheduled April/May.</p>
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Learning Outcome Year 8	Building on from Year 7, students will have completed at least 3 competencies on Unifrog. Students are beginning to build their employability skills portfolio by accessing Unifrog to build their online profile. Students will be able to confidently discuss the different routes in to post 16 educations including, T-Levels, Traineeships, Apprenticeships, A-Levels and other vocational courses.							
YEAR 9	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PSHEE delivery on Aspirations for Life. This will access CV writing and interpersonal skills. Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	KS4 options event with support from careers team available. Options assemblies which discuss the courses available at Carmel.	Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects. Lessons; - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors	Big Project with Jacobs starts in September and runs to July. Careers Fair in March/April.	Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.	Local educational providers are invited to assemblies. Targeted trip to a university to raise aspirations.	Students meet in groups with careers advisor to discuss KS4 options. Pupils identified by the PLM/APLM are given bespoke guidance on KS4 options in December.
Learning Outcome Year 9	Incorporating Year 7 and 8 students will have used developed skills to create a Careers Pathway map for a chosen career. This will include their post 14 choices for secondary education they will be able to reflect on whether their choices for GCSE are appropriate and have successfully made their choices for KS4. Students will be able to discuss employers they have found interesting and begin to link local labour market to their chosen career pathway. They will have a reflection based on their ideas from the previous years.							
YEAR 10	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PSHEE delivery on Aspirations for Life during Spring Half Term. This will access goal setting and beginning to look at post 16 options. Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	EPRA Evening on academic progress and careers advisor will be available to speak to parents. Scheduled around May. Speakers for Schools assembly in the autumn term. Apprenticeships assembly from TVLPN.	Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects. Lessons; - Highlight essential skills development in subjects	Local employers are invited to join assemblies throughout the year such as EE and Jacobs. Workplace visits for all Year 10 students targeted through interests to meet a wide range of employees from that workplace. Big Project with Jacobs starts in September and runs to July.	Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April. Work experience for all Year 10 students targeted through interests to gain a valuable experience of a workplace.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	Careers advisor will support during delivery of PSHEE. Individual session with Careers advisor scheduled June/July.

				<ul style="list-style-type: none"> - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors 				
Learning Outcome Year 10	Students will have considered their post 16 education options and completed the Post 16 options activity on Unifrog Students will be confident in explaining the various post 16 routes in education and how that affects their career pathway. This will be a reflection task and will add to their current careers portfolio and online profile on Unifrog. Students will have completed another 3 competencies and will have developed a CV using previous years competencies.							
YEAR 11	PSHEE delivery on Aspirations for Life during Spring Half Term. This will access interview skills, interpersonal skills and goal setting. Mock interviews for all students. Future Pathways - celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	All students have at least one appointment with either the academic tutors, careers advisor or a member from the Senior Leadership Team to tailor careers pathway and post 16 opportunities. Apprenticeships assembly from TVLPN.	Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects. Lessons; <ul style="list-style-type: none"> - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors 	Local employers are invited to join assemblies throughout the year. Students meet employers through the careers fair. Virtual work experience available for selected students. Big Project with Jacobs starts in September and runs to July.	Students complete one interview with an external stakeholder. This is scheduled in January/February. Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	All students to receive 1:1 session with careers advisor.
Learning Outcome Year 11	Students will have completed all competencies on Unifrog. This completes their online careers profile. Students will be confident in their post 16 choices, evidenced by their career plan and they will be able to articulate how their post 16 choices affect their career plan. All students will have had at least one 1:1 career advice appointment.							

Year 12	<p>PSHEE delivery on work experience and how to find it.</p> <p>Networking sessions for selected students to help with work experience.</p> <p>Aspirations for Life PSHEE (Skills builder in preparation for work experience).</p> <p>Future Pathways - celebrating a career each week during form time.</p>	<p>Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time.</p> <p>Local LMI is shared in assembly.</p>	<p>Social Mobility students identified, and assemblies given.</p> <p>Sixth Form Progression Lead and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities.</p> <p>All students given information for NU entry and Partners.</p> <p>Opportunities shared weekly via Teams.</p> <p>Speakers for Schools assembly in the autumn term.</p>	<p>Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects.</p> <p>Lessons;</p> <ul style="list-style-type: none"> - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors 	<p>Work Experience usually at the end of June. A one week programme where students gain work experience with a local employer.</p> <p>Big Project with Jacobs starts in September and runs to July.</p>	<p>University Careers Fair at St James Park. All students to attend in October/ November.</p> <p>Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.</p> <p>Year 12 complete work experience at the end of June.</p>	<p>External assemblies every 3 weeks from HE providers. To include:</p> <ul style="list-style-type: none"> -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities 	<p>All students to receive 1:1 session with careers advisors.</p>
Learning Outcome Year 12	<p>Students will have completed a work experience handbook.</p> <p>All students will have attended the Careers Fair or University Careers Fair and use booklet to reflect on opportunities. Students will reflect and review their competency skills on Unifrog.</p> <p>Students will have completed their first draft of a personal statement.</p>							
Year 13	<p>Unifrog Profile updated/made for external students during PSHEE delivery.</p> <p>UCAS writing and personal statement support.</p> <p>Future Pathways - celebrating a career each week during form time.</p>	<p>Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time.</p> <p>Local LMI is shared in assembly.</p>	<p>Sixth Form Progression Lead and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities.</p> <p>Speakers for Schools assembly in the autumn term.</p> <p>Apprenticeships assembly from TVLPN.</p>	<p>Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills are clearly outlined and students are supported to understand potential pathways from subjects.</p> <p>Lessons;</p> <ul style="list-style-type: none"> - Highlight essential skills development in subjects - Highlight pathways at 16/18 within subjects - Identify linked job roles/sectors 	<p>Local employers are invited to assemblies throughout the year.</p> <p>Employers are invited to careers fair.</p> <p>Big Project with Jacobs starts in September and runs to July</p>	<p>Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.</p>	<p>External assemblies every 3 weeks from HE providers. To include:</p> <ul style="list-style-type: none"> -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities 	<p>1:1 session with careers advisors as requested by students and/or parents.</p>
Learning Outcome Year 13	<p>All students will have completed a personal statement and have a reference from teachers.</p> <p>All students will have a destination plan guided by academic tutors.</p> <p>All students will have had at least one 1:1 career advice appointment.</p>							

Partnerships:

We currently have excellent partnerships with local employers and educational providers. Please see the list below.

- Jacobs
- Tees Valley Careers Hub
- EE
- Cummins

You could get involved by volunteering for mock interview, our careers fair, mentoring, offering work experience placements, providing industry tours or subjects talks. If you would like to discuss ways to get involved, please get in contact.

Parents and Carers:

Parent and Carers are welcome to review and give feedback on the careers provision. This will be done through a parent text through our MyEd app. This will be done termly to ensure your feedback can be used to improve our careers provision. There are also several opportunities through AMD and Careers Fairs that you can feedback to the college.

Monitoring and Evaluation:

The careers team will review our programme through a full evaluation. We use the CDI framework, the Gatsby Benchmarks and Dots and Law model to ensure our evaluation is rigorous.

We are also required to complete a compass review every half term to help us focus where our provision is needed most. Data generated through feedback from students, parents and staff is used to ensure the evaluations can be as accurate as possible. Finally, as a college we report on KS4 and KS5 destinations data. Please see our Careers Policy for more information.