

Gatsby Benchmark:	KS3	KS4	KS5	Whole School
<p>1. A stable careers programme</p>	<p>Careers sessions are delivered during PSHCE, tutor time, collapsed timetable sessions and drop in lunch time sessions.</p> <p>In PSHCE Y7 students receive multiple lessons delivered by form tutors that focus on working well with others, communication skills and team building. Students also receive lessons that require them to identify future goals and targets and inform them of both how to achieve these goals and targets and the importance of having aspirations and ambition.</p> <p>In PSHCE Y8 students receive multiple lessons centred on reviewing and adding to the goals and targets they will have identified in Year 7. Students are also taught about the importance of key skills when it comes to learning and developing – these skills are primarily soft skills that they will understand are important in considering and achieving future ambitions. Students are also taught how they can enhance their soft skills both in and outside of school.</p> <p>In PSHCE careers education in Year 9 is focused on option choices and takes place after the Christmas holidays. Students participate in lessons that allow them to research jobs/careers/qualifications that interest them. The research lesson includes completing the Start careers program which helps students to identify their key skills and interests and suggests potential careers options for them. Students then research these careers and identify qualifications and skills they would need if they wished to pursue them. In addition, students participate in a lesson focused on employability, which builds on their knowledge from Year 7 and Year 8 careers lessons. This lesson ensures they understand what makes a person employable and how they can enhance their employability skills in a</p>	<p>Careers education in Y10 is centred on their work experience placements which they take part in at the end of the academic year. In the build up to WEX students participate in a series of lessons that address topic such as employment rights and responsibilities and employability skills (which follows on from their Year 9 learning). All students complete a week-long work experience placement, for which they are provided with a work booklet which includes preparatory tasks that they are required to complete before their placement and follow-up, reflective tasks to complete post placement. Year 10 also includes work on CV writing which some students use with employers they are looking to do work experience with.</p> <p>Y11 students participate in lessons which focus on aspirations and ambition. Content partially follows on from previous years’ learning, including goals and targets and employability skills. In addition, students are taught about interview preparation and technique and are given the opportunity to research and review apprenticeships, careers and further education courses they are interested in pursuing in the future.</p>	<p>Personal statement consultation workshop sessions, a Practical Guide to Successful Interviews for University and Employment and mock interview sessions are provided by a higher education consultancy service.</p> <p>Presentations and workshops from local employers are delivered to support students with their CV writing and interview preparation.</p> <p>3 days of masterclasses in July to focus on applying to full time university and apprenticeship opportunities. This includes a visit to a university or employer.</p> <p>Work experience placement in the last week of term for all year 12 students.</p> <p>Full details can be found in the sixth form, annual programme of CEIAG support and activities.</p>	<p>CEIAG policy and programme available on the school website.</p> <p>Careers fair - Years 9-13. This event showcases many careers, further education options, apprenticeships, along with local, regional, and national employers and universities. Students attend in year groups and have a preparatory lesson and follow up lesson to give them an idea of what they’re going to take from attending and how they can use the information to further their success/ambition.</p>

	<p>variety of ways. All Year 9 students also take part in a series of “taster sessions” for subjects of their choosing to better understand what that potential option choice involves.</p> <p>Options’ assemblies are delivered by Heads of Year that include a careers’ focus to encourage aspirations and understand the importance of making appropriate option choices in line with any aspirations students may have. Careers sessions are also delivered during tutor time and PHSC.</p>			
<p>2. Learning from career and labour market information</p>	<p>STEM club – range of activities organised by the STEM coordinator, including a series of workshops, including “Panic Rooms/Breakout Boxes.” Stem club has also involved a science focused engineering project.</p> <p>Weekly STEM newsletter posted on the school website.</p> <p>The Bloodhound Project – this was a Year 9 STEM curriculum launch which involved the students building wind powered cars based on The Bloodhound Projects attempt to beat the land speed record.</p>	<p>Work experience – preparation and workbook to help students explore LMI for the organisation sector they are on placement with.</p> <p>Presentations provided by local colleges, training providers and universities regarding progression routes and opportunities.</p> <p>Weekly STEM newsletter posted on the school website.</p> <p>'LearnLive' apprenticeship live broadcasts shown to students – BBC, Lloyds Banking Group. LearnLive events also organised remotely by The Pledge, provide presentations, along with information and webchat access to local and regional employers.</p> <p>Girls in Economics Manchester University trip – this trip involved inspirational lectures within the field of economics, highlighting to students the potential area of growth and opportunities.</p>	<p>'LearnLive' apprenticeship live broadcasts shown to students – BBC, Lloyds Banking Group. LearnLive events also organised remotely by The Pledge, provide presentations, along with information and webchat access to local and regional employers.</p> <p>All students and parents have access to the careers’ programs START and e-Clips, with links via the careers’ webpage. Both programs provide LMI. Links are also available to both the National Apprenticeship Service and the National Careers Service. We are also in discussion about the possible support that can be offered by the new C&EC link Adviser with regards to LMI.</p> <p>Promotion of events such as Medlink/Vetlink/EPOC Careers Conferences/Subject Taster Days/College, University and Employer Open Days.</p> <p>Links with training providers such as The Growth Company and Total People are utilised to offer support for students considering apprenticeships.</p>	<p>Group sessions and one-to-one appointments are provided by the careers adviser. One to one careers’ appointments provide the opportunity to look at LMI on an individual level, check the student’s understanding and to support decision making.</p> <p>All students and parents have access to the careers programs START and E-clips, with links via the careers webpage. Both programs provide LMI. Links are also available to both the National Apprenticeship Service and the National Careers Service.</p> <p>Access to LMI is also available at the academy careers fair. This provides the opportunity for students and parents to talk to local, regional, and national employer. Along with local FE Colleges and Universities.</p> <p>Additional links are also in place with employers though both The Cheshire & Warrington and The Macclesfield Area Pledge Network Groups; The new careers and Enterprise link Adviser and the JCP for schools’ programme.</p>
<p>3. Addressing the needs of each student</p>	<p>Students with additional needs prioritised and given extra support with careers research and decision-making regarding their GCSE/BTEC option choice.</p> <p>Target One Cheshire a programme specifically designed by academics at the University of Oxford for the non-selective</p>	<p>Students with additional needs prioritised and given extra support with careers research and decision - making regarding post 16 progression routes.</p> <p>One-to-one sessions between form tutors and students to discuss aspirations and plans for the future. As part of the September Guarantee this allow tutors to understand whether students intend to stay at KMAT</p>	<p>‘Oxnet’ programmes established for students interested Support sessions on writing personal statements for medical and science related courses are conducted by Dr Greenstein from Manchester University.</p> <p>Early identification and preparation for Oxbridge applicants. Followed up by meetings with individual students and parents. Tutors/subject staff are then contacted to request additional reading, advice etc. Oxbridge presentation is delivered by an ex-</p>	<p>The School Careers Adviser (CA) works closely with key staff, including the SENCO; Student Support Manager; PP Lead and Heads of Year to ensure that students with the greatest need are prioritised and have access to support all year round. The CA also attends EHCP review meetings.</p>

	<p>state schools of Cheshire. The programme offers unparalleled opportunities for students and is based at KMAT. The aim of Target One Cheshire is to increase the number of students from non-selective state schools making successful applications to Oxbridge and other Russell Group universities.</p>	<p>Sixth Form, go to an external college, pursue an apprenticeship or are unsure.</p> <p>Careers Adviser support on results day.</p> <p>Target One Cheshire a programme specifically designed by academics at the University of Oxford for the non-selective state schools of Cheshire. The programme offers unparalleled opportunities for students and is based at KMAT. The aim of Target One Cheshire is to increase the number of students from non-selective state schools making successful applications to Oxbridge and other Russell Group universities.</p>	<p>student. Oxbridge conference with follow up evening organised with Altrincham Grammar School.</p> <p>Oxbridge and early entry application interactive workshop and conference is delivered in partnership with the Chimney House Alliance Group.</p> <p>Target One Cheshire Initiative launch event takes place - a programme specifically designed by academics at the University of Oxford for the non-selective state schools of Cheshire. The programme offers unparalleled opportunities for students and is based at KMAT. The aim of Target One Cheshire is to increase the number of students from non-selective state schools making successful applications to Oxbridge and other Russell Group universities.</p> <p>Oxbridge Head Start programme - delivered in partnership with Fallibroome Academy.</p>	<p>Alternative programs of study considered to best meet the needs of students, including vocational qualifications and links with colleges, as well as extended work experience placements.</p>
<p>4. Linking curriculum learning to careers</p>	<p>Bi-Annual Audit of Departments: English: Each year a group of Year 9 students take part in a competition from the Citizenship Foundation. The competition aims to promote public speaking for teenagers in real world environments. The group are given a mock magistrate's case (based on entirely realistic events) and then prepare both sides of the case for the trial against other schools. Students defend and prosecute against schools on the day of the competition, all in a real, working court. Students take on different roles, including magistrates, lawyers, witnesses, legal advisors, ushers and court reporters.</p> <p>Weekly STEM newsletter posted on the school website.</p> <p>The science faculty run a careers workshop focusing on encouraging high attaining Year 9 girls to take triple science - this involves external guests from a variety of careers.</p> <p>A number of students attend the annual Big Bang Fair to find out more about STEM based opportunities and careers.</p> <p>Languages - Year 9 students complete a similar Jobs and Careers unit for work. During this unit students participate in lessons where different jobs are studied and linked to languages.</p> <p>The Art department has an animation club</p>	<p>Business Studies: A large proportion of the Business Studies GCSE is focused on knowledge of careers and business, including how businesses operate and how to access them. The Business and Economics department also run an annual trip to Alton Towers theme park that is linked to business and marketing. GCSE Business Studies students participate in the Dragon's Den Competition, which is run by the Manchester Airport Group to encourage young people to get involved in Enterprise. The money raised from each school goes to local charities, in our case, it went to East Cheshire Hospice. Students came up with an idea for an enterprise that would generate an income and make a profit. The process involved an internal school competition and two subsequent external presentations for the successful group, who would then compete against approximately fifteen other schools from the Greater Manchester area for the overall prize.</p> <p>As part of the Football Academy, students complete a FA Level 1 in Coaching Football qualification which allows students who complete the course to carry out paid work at a minimum of £15 per hour with up to 20 in a group.</p> <p>MFL students complete a unit of work as part of the GCSE curriculum titled Jobs and Careers. During this unit for work students are asked to think about their future aspirations and career goals and complete work centred on this.</p> <p>All Performing Arts trips are primarily curriculum focused but do introduce students to the world of professional theatre, dance and music with an aspirational focus and information regarding application and opportunities.</p>	<p>The English department takes a large group of sixth formers to the Guardian newspaper in London once a year. During this visit students learn how to produce a feature article from beginning to end.</p> <p>A Level Maths' students are given the opportunity to take part in some subject specific work experience at a local engineering company that specialises in chemical processes. The work experience involves shadowing a member of managerial staff, doing calculations, calculating costing, and completing drawings on projects.</p> <p>A-level physics students have the opportunity to participate in a trip to CERN in Switzerland. During the trip students get the chance to see large scale research projects in action.</p> <p>A Level Chemistry students participate in an annual trip to a selected university. The trip involves taking part in degree level laboratory work and a seminar on science/Chemistry careers at the end of the day.</p> <p>A Level Business Studies has clear career links to marketing, HR, logistics, production and finance. As well as this, both courses teach about recruitment and selection processes, which includes information about CVs, application forms, interviews etc. The Business and Economics department also run an annual trip to Alton Towers theme park that is linked to business and marketing.</p> <p>The PE department runs a course for sixth form students called VTCT Level 2 Certificate in Gym Instructing. The qualification allows students to get a paid job in a gym facility as a gym supervisor (one step below a personal trainer qualification). As part of the Football Academy, students complete a FA Level 1 in Coaching Football qualification which allows students who complete the course to carry out paid work at a minimum of £15 per hour with up to 20 in a group.</p>	<p>In advance of the academy careers fair, all staff are given a list of the exhibitors attending the event and are encouraged to make links with the organisations relevant to their subject. This has led to additional workshops in school, visits and/or work experience placements.</p> <p>Support from The Pledge and The Careers and Enterprise Company to support subject staff in this area.</p> <p>Posters are on display linking careers to individual subjects and/or departments.</p> <p>Use of the careers program – e-Clips allows students to research careers relating to their subjects.</p>

	<p>for students which includes careers links by allowing students to gain experience in using industry software.</p>	<p>Weekly STEM newsletter posted on the school website.</p>	<p>The MFL faculty also gives sixth form students the opportunity to carry out work experience abroad during February half term. Students that have taken advantage of this opportunity have had great success.</p> <p>The Performing Arts department support students in Year 12 in their choices of higher education institution with examples from experiences of past students and information about open days etc. Staff then assist students in their preparation for auditions by assisting with their selection of material, rehearsing their pieces etc. These institutions include universities, conservatoires, drama schools, dance schools and music colleges.</p> <p>Occasionally students will look to move into professional training aged 16 and again staff support them in this with expertise, audition help, references etc.</p> <p>Students are given the opportunity to take part in a trip to New York. During the trip students visit galleries that are specifically chosen to link to career ideas, aspirations and student ambitions.</p>	
<p>5. Encounters with employers and employees</p>	<p>Encounters with employers are available at the academy careers fair. Local, regional and national employers attend. Parents are also invited to the event.</p> <p>Assemblies: Local employers and volunteer organisations deliver assemblies including the local Cadets. The officer speaks to students about possible military careers and how being in the cadets is useful in applying not only to those, but for other jobs in the future. A Keir Team Building session takes place in school for Year 7 students to develop their skills ready to discuss in PSHCE lessons.</p> <p>The Big Bang – co-ordinators of the STEM club accompany Year 9 STEM curriculum students to The Big Bang, North West science fair. In the morning students take part in workshops and visit educational stalls and in the afternoon, students compete in an engineering competition.</p>	<p>Employment readiness programme delivered by The Pledge. This includes opportunities such as a visit to Keir; Great Places; to Siemens and to Manchester University for Degree Apprenticeships and Mock Assessment Centre with Network Rail. Manchester airport visit.</p> <p>Individual interviews with local training providers are offered to students to discuss apprenticeship opportunities.</p> <p>Preparation for work experience – includes information sessions delivered by employers and ex-students and an employability skills workshop.</p> <p>A Keir Team Building session took place in school for Year 10 Studio students to develop their skills in preparation for future applications/opportunities. The Business and Economics department also run an annual trip to Alton Towers theme park that is linked to business and marketing.</p> <p>The Art department maintains good links with ex-students who regularly come into the department to talk about the career choices they made with current students, answer questions and offer advice and guidance about further education, applications, and career options.</p> <p>Media students have been given the opportunity to film with Knutsford Council which offers them valuable experience in working within the field and allows them to establish contacts as well as boost confidence, work experience and aspirations.</p>	<p>Presentations for ex-students working for companies such as Barclays, Bentley, Together Finance and Deloitte talking to current students about the apprenticeship experience for them, as well as providing information on the apprenticeship programme for the company they work for.</p> <p>Employment readiness programme - The Pledge. This includes opportunities such as a visit to Keir; Great Places; to Siemens and to Manchester Met. University for Degree Apprenticeships and Mock Assessment Centre with Network Rail and with Siemens.</p> <p>Apprenticeship presentations are delivered by local training providers, along with the opportunity for individual interviews to discuss apprenticeship opportunities.</p> <p>Presentations and workshops from local employers are delivered to support students with their CV writing and interview preparation. This includes Barclays' staff coming into school to deliver a CV surgery as part of their LifeSkills programme.</p> <p>Promotion of local and national apprenticeships takes place which includes events from Barclays.</p> <p>Preparation for work experience – includes information sessions delivered by employers and ex-students and an employability skills workshop. Work experience presentation (MPloy).</p> <p>Participation in National Apprenticeship Week Programme begins. Includes attendance at events and presentations from experts regarding apprenticeship opportunities.</p> <p>Manchester Airport HR team visit which includes mock interviews and further interview advice and guidance.</p> <p>Manchester Airport trip – involved Year 12 students that were</p>	<p>Encounters with employers are also available at the academy careers fair. Local, regional and national employers attend.</p> <p>Additional links with employers though both The Macclesfield Area Pledge Network Group and The Cheshire and Warrington Group. As well as, The Careers and Enterprise link Adviser and The JCP for schools programme.</p>

			<p>interested in careers in engineering and aviation. Workshops included those ran by EON, Ricoh and Airbus. Students were also lectured by senior management from Manchester Airport and Professor Andy Miah.</p> <p>The Business and Economics department run an annual trip to Alton Towers theme park that is linked to business and marketing.</p> <p>Visiting artist Cara Mellor delivered a digital print design workshop with Year 12 Art & Design students. This included her discussing her industry with students and offering students guidance with regards to career possibilities and future application advice.</p> <p>Media students have been given the opportunity to film with Knutsford Council which offers them valuable experience in working within the field and allows them to establish contacts as well as boost confidence, work experience and aspirations.</p> <p>Year 12 Masterclass programme. 3 days involving employers coming into school as well as an organised visit to an employer.</p>	
6. Experiences of workplaces	<p>Some students are involved with voluntary work experience at Tatton Farm Park.</p> <p>Selected students participate in the Magistrates Competition with the English Department.</p> <p>YLIS: Knutsford Lions is a community group operating in the Knutsford area. Students are given an assembly and information session on the work of Knutsford Lions and the Young Leaders in Service (YLIS) scheme. Students are asked to complete 50-100 hours of community service, in areas like helping the elderly or technology, which are logged. This is emphasised to students as an important part of their CV and will help with future job opportunities and applications.</p>	<p>All Year 10 students undertake a week's work experience placement in the last week of the summer term. Studio School students will also complete an additional extended work experience placement, one day every fortnight.</p> <p>Year 10 visit to Manchester Airport – opportunity for a group of students to shadow a department of interest.</p> <p>Online work experience opportunities organised through The Pledge, as well as national organisations such as Springpod and Young Professionals are also promoted to students.</p>	<p>All Year 12 students undertake a week's work experience placement in the last week of the summer term. Studio School students will also complete an additional extended work experience placement, one day every fortnight.</p> <p>Visits organised through the Pledge have included Keir and Siemens. Mock Assessment Centres have also taken place with Network Rail and with Siemens.</p> <p>Medical and science related work experience set up through Dr Greenstein, Manchester University Faculty of Medicine.</p> <p>Online work experience opportunities organised through The Pledge, as well as national organisations such as Springpod and Young Professionals are also promoted to students.</p>	
7. Encounters with further and higher education	<p>Introduction to local FE Colleges and Universities at the Academy Careers Fair.</p> <p>The Brilliant Club – this year's brilliant club focused on nuclear power. The students took part in seminars from Dr Robert Worth from the University of Manchester for six weeks. All graduating with a degree graded qualification. When possible, a follow-up visit to the Heyshan</p>	<p>Presentations from local colleges regarding courses and progression routes.</p> <p>Introduction to local FE Colleges and Universities at the Academy Careers Fair.</p> <p>Series of assemblies about the sixth form – includes an introduction to sixth form expectations with regards to A Levels and BTECS, information about the application process, along with sixth form students talking to the</p>	<p>Post-18 pathways evening for students and parents takes place to allow students and parents to find out more about progression routes. Universities, HEIs and Employers attend.</p> <p>Year 12 visit to UCAS Convention in Manchester takes place annually.</p> <p>Higher Education Masterclass takes place every July. This involves a 3-day programme of activities which includes; a visit to the University of Liverpool, effective course and university research, preparation for personal statements and interviews, opportunities to study abroad, graduate LMI, the value of work experience and</p>	<p>Academy Careers Fair – local colleges and universities are invited.</p>

	<p>Nuclear Power Station has been offered.</p>	<p>Year 11 students about the A Level/BTEC experience. Sixth form application interviews are conducted by the sixth form tutor team to all Year 11s.</p> <p>Staffordshire University's Higher Education bus visit – identified students in KS4, including PP students, have the opportunity to visit the information bus and find out more about higher education. Opportunities for students to attend organised visits to Macclesfield College, Trafford College and Reaseheath College for a taster day – this enables students to experience a college atmosphere.</p> <p>The Brilliant Club – this year's brilliant club focused on nuclear power. The students took part in seminars from Dr Robert Worth from the University of Manchester for six weeks. All graduating with a degree graded qualification. When possible, a follow-up visit to the Heyshan Nuclear Power Station has been offered.</p>	<p>preparation for the world of work.</p> <p>Chester University guest speaker delivers an introduction to higher education presentation.</p> <p>Apprenticeship and higher education presentation - Warrington & Vale Royal College.</p> <p>Employment readiness programme – delivered by The Pledge, includes a visit to Manchester Met to find out more about the degree apprenticeships they offer.</p> <p>University of Law deliver a networking workshop to interested year 12 students.</p> <p>Manchester Metropolitan University deliver a degree apprenticeship workshop to Year 12s who wish to gain more information.</p> <p>Huddersfield University – delivering a workshop on work experience and it's value for students' personal statements.</p> <p>UCFB deliver sessions on the courses they offer, to the BTEC Sports students. Partnership work is established with UCFB and the School's Football Academy.</p> <p>Staffordshire University's Higher Education tour bus visit – all year 12 students visit the information bus at scheduled slots throughout the day.</p> <p>Staffordshire University deliver sessions to Year 12 students regarding full time courses and degree apprenticeships.</p> <p>Chester University guest speaker delivers an introduction to higher education presentation.</p> <p>Preparation for higher education conventions assembly delivered by either Head of Sixth Form or a university guest speaker.</p> <p>Pembroke College Student Road Trip.</p> <p>Student Finance England presentation. Includes information about funding arrangements, bursaries and scholarships.</p> <p>Higher education admission tests preparation and registration take place.</p> <p>Higher education accommodation presentation is delivered Independent living- 'Cooking on a Budget' assembly is delivered which includes advice for safe, healthy student lifestyle choices. Introduction to university admissions tests delivered.</p>	
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<p>8. Personal guidance</p>	<p>PSHCE careers education in Year 9 is focused on option choices and takes place in January. Students participate in lessons that allow them to research jobs/careers/qualifications that interest them. There are opportunities for the form tutor to discuss students interests but also refer to the specialist careers adviser in school.</p> <p>All year 8 and 9 students have access to the Academy Careers Adviser. Students in year 9 are predominantly seen in the first half of the spring term to tie in with their option choice. The Careers Adviser also works with parents and attends EHCP reviews.</p>	<p>All year 10 and 11 students have access to the Academy Careers Adviser. Students in year 10 are predominantly seen in November and during the summer term. Year 11 students are seen from September to June. Students can self-refer or will be prioritised by key staff and the Careers Adviser. The Careers Adviser also works with parents and attends EHCP reviews.</p> <p>Students with additional needs will be given extra support from Head of Year and Careers Adviser which includes follow up careers' appointments and additional help with college and apprenticeship applications.</p> <p>One-to-one sessions between form tutors and students to discuss aspirations and plans for the future. Allow tutors to understand whether students intend to stay at KMAT Sixth Form, go onto college, pursue an apprenticeship or are unsure. Information is then collated by the Head of Year and where required; referrals are made for additional support.</p> <p>Careers Adviser support on results day.</p>	<p>One to one careers appointments. These are available throughout the year but focus time for year 12 is the summer term and year 13 is Autumn and Spring terms. Students can self-refer or can be referred by staff. The Careers Adviser is also available to meet with parents.</p> <p>One to one Tutor support with personal statement writing. Preparation for A level results day and assembly delivered which includes information regarding the support that is available to students.</p>	