

Measure	Activity	Intended Outcome and Link to our Values	Evidence and rationale for choice
<p>Gatsby Benchmark 1 – A stable Careers Programme</p>	<p>Activities for ALL pupils Y7-11 delivered through Assemblies, Enrichment activities, Form time, HD/RSE curriculum, Subject curriculum, Employer encounters, Unfrog digital careers platform.</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Inspiring careers and enterprise activities in a stable careers programme improves motivation, attendance and attainment.</p> <p>Delivering social mobility and justice relies on opening doors for all young people. The government has endorsed the fact that “great careers guidance provides the first rung on the ladder of opportunity, helping everyone to achieve their full potential”. (DfE, 2017, p. 3)</p>
<p>Gatsby Benchmark 2 – Learning from Career & Labour Market Information</p>	<p>Up to date LMI on school website and delivered to ALL pupils through HD/RSE Careers Unit, Assemblies, Subject lessons, Purchase of ReedEmployment Virtual Work Exp for ALL Y9, Y7-11 careers Fair</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Access to up-to-date career and labour market information is important for social mobility. Information about pay, numbers of vacancies detailed information about progression routes, relevant courses and employers strengthens pupils capacity to make effective choices and transitions. (CEC Gatsby Benchmark Toolkit)</p>

<p>Gatsby Benchmark 3 – Addressing the needs of each pupil</p>	<p>School careers programme challenges stereotypes, raises aspiration and provides age-appropriate support to ALL pupils</p> <p>Purchase of Unifrog license– digital careers platform – to facilitate individualised learning journeys</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>“Students have different career guidance needs at different stages. Opportunities for advice and support should be tailored to each of these stages, with diversity and equality embedded in the school’s careers programme.” (CEC Gatsby Benchmark Toolkit)</p>
<p>Gatsby Benchmark 4 – linking curriculum learning to Careers</p>	<p>ALL subjects identify career learning opportunities and activities in Department Schemes of work.</p> <p>Careers noticeboards in departments.</p> <p>Purchase of Unifrog license – digital careers platform</p> <p>Unifrog careers Champion CPD training 21/06/22</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Research from the Careers & Enterprise Company suggests that “students are 18 times more likely to be motivated to learn if their teachers know their hopes and dreams.” and “Students feel more engaged in their learning when they perceive the relevance of what they are studying to their own and other people’s lives. .”</p>

<p>Gatsby Benchmark 5 – Encounters with employers and employees</p>	<p>All subjects encouraged to provide encounters relevant to their subject area through the use of TVCA Employer Engagement portal, Unifrog digital careers platform, working with School Enterprise Adviser (Stephen Hunt AECOM) & Y7-11 Careers fair</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Research from the Education and Employers Taskforce shows that a young person who has four or more meaningful encounters with an employer is 86% less likely to be unemployed or not in education or training and can earn up to 22% more during their career.</p>
<p>Gatsby Benchmark 6 – Experiences of workplaces</p>	<p>Purchase of Reed Education Virtual Work Experience Programme. A one time payment will provide ongoing opportunities for pupils to gain experience of a work place (virtually) together with learning about the importance of LMI and Employability skills.</p> <p>SEND modified version also available.</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Fewer students are experiencing the world of work through part-time jobs – only 18% of 16 to 17-yearolds, down from 42% in 1996.</p> <p>Experiences of work give young people a competitive advantage – about 80% of employers think work experience is essential and two-thirds of employers would be more likely to hire a young person with work experience over someone with none.</p>

<p>Gatsby Benchmark 7 – Encounters with Further & Higher Education</p>	<p>A variety of assemblies and presentations from local post-16 providers including 6th Form Colleges, FE Colleges, Apprenticeship providers together with visits to FE & HE institutions.</p> <p>Y10 Post 16 taster days expanded to include Stockton 6 form, SRC, NETA, Bede 6th Form , Mbro, TTE</p> <p>Y7-11 careers Fair</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.</p>
<p>Gatsby Benchmark 8 – Personal guidance</p>	<p>ALL Y11 pupils receive 1:1 Careers Information Advice & Guidance from a fully qualified Careers Adviser.</p> <p>Targeted RONEE pupils receive 1:1 careers guidance from a fully qualified Progression Adviser from Stockton Borough Council</p>	<p>Pupils are fully aware of their post 16 and post 18 options and what they need to do to access them.</p> <p>Our CEIAG programme actively seeks to develop ALL of our school virtues of:</p> <p>Respect Compassion Confidence Resilience Honesty Responsibility Gratitude Willingness</p>	<p>Research evidence confirms that personal guidance has an observable impact on a student’s career and progression.</p>