



8 GATSBY BENCHMARKS

PINE GREEN ACADEMY

1. A STABLE CAREERS PROGRAMME

- Long Term Plan
- School Careers Programme
- KS1 & 2 – Ambition and Role Models
- KS3 & 4 – Prep for Adulthood / Careers
- [Website – Pine Green Academy – Careers](#)
 - Information for Pupil, parents & Carers, teachers & Employers
- Careers Programme in consultation and agreed by SLT and management board/governors
- Pupils' interaction with Curriculum and external visits when they encounter employers and employees as well as the Cultural capital
- Links with Wolves at Work - Emma, Supported Employment specialist

2. LEARNING FROM CAREER AND LABOUR MARKET INFORMATION.

- Website – [Pine Green Academy – Careers](#)
 - Information for Pupil, parents & Carers, teachers & Employers
- Inspiring the Black Country Event at Dunstall Racecourse, Wolverhampton
 - Inspire young people to make informed decisions about their future subject selection and how subjects relate to the workplace and ‘real’ roles within business
- Wolves at work - Emma’s work links to local labour market information, where she explain the sorts of jobs available locally
- Learn live/jobs live channel for local videos
- Work and Learn- Available areas of Wors Experience – providing in house interviews and Health and Safety advice to pupils for the relevant Work Experience settings
- Staff with experience of other jobs- e.g.
 - Experience in Barbering,
 - Boxing Instructor,
 - Security Officers,
 - German Market Visits
 - Coffee Morning – McMillan Fundraising
- SEND careers fair
 - Inspiring the Black Country Careers Stalls
 - Apprenticeship Works careers Fair
 - Nova Training
 - Juniper Training

3. ADDRESSING THE NEEDS OF EACH PUPIL.

- Connexions – Ruth
- EHCP (Educational Health & Care Plan)
 - Reviewed annually - Strengths, Challenges & outcomes
 - Linked to Preparing for Adulthood and Transition Points (Key Stages) – Primary / Secondary / FE
- SENCO Co-ordinator
 - Links with Careers Lead, Parents & Pupils, opportunities, Visit Post 16 provisions
- Work With Wolves – <https://www.wolvesworkbox.com/directory/organisations/wolves-at-work.html>
 - CV writing,
 - Emma – worked with each student to produce a CV. This really showed students how they can show their strengths and build their confidence and self esteem
 - Insight into the World at work
 - Interviews – In house and at work experience venues before placement
- SEND careers fair. Gave students the opportunity to see that was available to the post 16.
- Staff with other work experience - will show students options available to them and give them opportunity to build skills

4. LINKING CURRICULUM LEARNING TO CAREERS.

- Work With Wolves – <https://www.wolvesworkbox.com/directory/organisations/wolves-at-work.html>
 - CV writing,
 - Insight in World at work
 - Interviews
- Work Pays - <https://www.workpays.co.uk/>
 - Sessions on what is currently on offer and what is requires
 - Apprenticeships
- Work 'n Learn - <https://www.worknlearn.org.uk/>
 - Source Works Experience
 - Interviews for Works Experience
 - Visits to Places of Work Experience
- CDI FRAMEWORK: This BM looks at how careers is linked into other curriculum areas.

5. ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES.

- Works Experience
 - Catering
 - Mechanical
 - Pet Grooming
 - Sports Retail
 - General Retail
 - Warehouse Stock
 - Hair & Beauty – Salon / Hairdressers / Barbering
- Encounters at School with Staff from Specialist backgrounds
- Wolves at Work.
- Supported Employment Team
- Inspiring the Black Country
- Trips out of school
 - German Market, Reward Trips where encounters are taking place between Employers and Employees
- Set – up Interviews by the Rotary Group are In progress



6. EXPERIENCES OF WORKPLACES.

- Visits to Careers Fairs
- Inspiring the Black Country is an interactive careers event aimed to inspire and inform young people in the Black Country. The event will reflect the local labour market and showcase employers in the area.
- Juniper Training
- Nova Training
- Works Experience
 - Catering
 - Mechanical
 - Pet Grooming
 - Sports Retail
 - General Retail
 - Warehouse Stock
 - Hair & Beauty – Salon / Hairdressers / Barbering

Wolverhampton SEND Moving Into Adulthood Careers Fair 2023



8. PERSONAL GUIDANCE.

- Connexions (Quality Assured) – Ruth - All students get support from Connexions, good relationship in place,
- SENCO – through EHCP review
- EHCP – true reflection of needs – so the right provision is in place

5 YEAR PLAN FOR CAREERS




(IDENTIFYING STRENGTHS, WEAKNESSES AND REQUIREMENTS FOR IMPROVEMENT)

- Where we are now – OFSTED – Published in Birmingham Mail Thursday 16 NOV 2022
 - "There is a well-planned careers education programme for pupils. The work experience programme helps pupils to gain experiences in their community. It encourages them to think about future careers. This support prepares pupils well for the next stage in their education. The leaders and staff work hard to support and help pupils manage their behaviour."
- Plans for the Future: 2024-5 onwards
 - Work Experience - Differentiated to meet the needs of the students – 1 day a week or 3-5 day block
- Links with Supported Employment Team – Identifying ones' own skills and CV preparation
- Raise Aspirations by attending Careers Events
- Diversifying the range of Employer Encounters
 - Exposure of Employer Encounters at Careers Events (Visits to places of Employment is more interactive and active for the pupils)
 - Teachers at Pine Green with Different Professional Backgrounds sharing their Experiences of Employment and varied skills
- Fully maximising Compass+ for tracking activities alongside using Evidence of Learning
- Maximise Opportunities for students via Shaw Trust Careers Initiatives

Gatsby Benchmark	% achieved in latest evaluation 	% achieved in previous evaluation	Indicator 
1 - A stable careers programme	 100%	-%	→
2 - Learning from career and labour market information	 100%	-%	→
3 - Addressing the needs of each pupil	 100%	-%	→
4 - Linking curriculum learning to careers	 100%	-%	→
5 - Encounters with employers and employees	 100%	-%	→
6 - Experiences of workplaces	 100%	-%	→
7 - Encounters with further and higher education	 100%	-%	→
8 - Personal guidance	 100%	-%	→

Compare your school to other institutions

This table compares your Gatsby Benchmark progress to key national and regional statistics.

Gatsby Benchmark	Your result 	% schools fully achieving this Benchmark nationally	% schools fully achieving this Benchmark in Hubs	% schools fully achieving this Benchmark in LEPs
			All Hubs 	All LEPs 
1 - A stable careers programme	✓	64.2%	64.7%	64.2%
2 - Learning from careers and labour information	✓	79.1%	79.5%	79.1%
3 - Addressing the needs of each pupil	✓	54.5%	54.8%	54.5%
4 - Linking curriculum learning to careers	✓	75.4%	75.7%	75.4%
5 - Encounters with employers and employees	✓	81.7%	82.1%	81.7%
6 - Experiences of workplaces	✓	66%	66.3%	66%
7 - Encounters with further and higher education	✓	53.5%	53.8%	53.5%
8 - Personal guidance	✓	74.8%	75%	74.8%



8 GATSBY BENCHMARKS

PINE GREEN ACADEMY

THE GAME

CAREERS

BY THE MAKERS OF MONOPOLY

DESIGNED BY
ILLUSTRATED BY
JOHN WADDINGTON LTD
LONDON AND LEAMING



CAREERS