

Gatsby Benchmarks – Quick Win Report – April 2022



Sutton House Academy, Southend

Careers Leader: Alexis Bull	Enterprise Adviser: Stuart Moodie
Current number of benchmarks fully achieved: 0	Number of benchmarks achieved following quick wins: 1

The following report is based on your last Compass Assessment, submitted on the 08/07/2021

The Gatsby Benchmarks were developed with the aim of highlighting what ‘good careers work’ looked like. They provide a clear framework for organising the careers provision at your school. These benchmarks have been accepted as best practice by the Government and as a Careers Leader, it is your responsibility to oversee the implementation of the benchmarks in your school. For more information about all Gatsby Benchmarks visit:

- Schools - [Gatsby Benchmark toolkit – schools | CEC Resource Directory \(careersandenterprise.co.uk\)](#)
- SEND - [Gatsby Benchmark toolkit – SEND | CEC Resource Directory \(careersandenterprise.co.uk\)](#)

A *Quick Win* has been taken as any benchmark where you are already achieving at least 75%. It is likely there are just a few changes/additions that need to be made to fully achieve the benchmark. Work with your Enterprise Coordinator and Enterprise Adviser for support with these benchmarks.

	Benchmark	Current % achieved	Included in this report?
1	A stable careers programme	41%	Please see separate Gatsby Benchmark 1 report from January 2022
2	Learning from careers and labour market information	40%	No
3	Addressing the needs of each pupil	63%	No
4	Linking curriculum learning to careers	56%	No
5	Encounters with employers and employees	75%	Yes
6	Experiences of workplaces	25%	No
7	Encounters with further and higher education	12%	No
8	Personal guidance	0%	No, as this benchmark is not often a ‘quick win’ due to the potential financial cost impact.

All Careers Leaders require Outstanding training

For further support with Benchmarks register for the CEC fully funded Careers Leader training

[Download the Training Catalogue](#) which includes all the information you need and a helpful comparison guide on the 11 high-quality Training Providers we work with. Here you will be able to choose the right course to suit you and your development, so that you can embed a successful careers programme in your school/college. Course options include in person, online, and self-study.

Once you have chosen the right course and Training Provider for you, you are all set to register! [Register here](#)

Compass +

Compass+ is a tool you can benchmark, manage, track and report on your school's careers provision at individual student level. Once populated with student data, Compass+ provides features that assist a school to do the following:

- Assess their school's careers provision against the Gatsby Benchmarks
- Track individual students' careers interests and intended destinations (what they plan to do after leaving school)
- Track individual students' actual destinations (what they do for 3 years after leaving the school)
- Plan and track careers activities for individual students
- Input and store details of third-party organisations and contacts that can support their school with careers provision
- Download key information into reports, for the following purposes:
- To provide systematic records to each student of the individual advice given to them as recommended in the Gatsby Benchmarks.

To upgrade to Compass+, a school must use one of the following Management Information System (MIS): Arbor, Bromcom, CMIS, iSAMS, Cloud School (formerly known as Progresso), Pupil Asset, RM Integris, ScholarPack, SIMS

If you missed any of the Compass+ sessions in March 2022, the recordings are uploaded to the Southend and Thurrock Careers Hub [YouTube channel](#).

Further information and guides on Compass+:

- [How-to-upgrade-to-Compass+](#)
- [Why-upgrade-to-Compass+](#)
- [How-we-use-your-data-in-Compass+](#)
- [How-to-upload-your-activities-to-your-Plans \(including how to upload from Unifrog, Xello, START, Morrisby\)](#)

The Careers and Enterprise Campaigns

[My Week of Work](#) – Prepare your pupils for future workplace experiences by incorporating these insightful lessons into your planned programme of activity.

[My Choices](#) - These resources are designed to support young people during their period of transition in Y11 and Y13.

[Work It](#) - Here you will find a link to a series of career talks by young people for young people.

[Careers in Context 2020](#) - These guides set out examples from those who have already achieved impact and aims to give you confidence and inspiration as you plan your own activities.

[Supporting Employers: Working with young people with SEND](#) - Resources to help Employers when looking to work with young people with special educational needs and disabilities (SEND)

[My Learning My Future](#) - My Learning, My Future is a suite of Benchmark 4 resources to support subject teaching staff, from over 20 subjects at KS3 & 4, to engage students in curriculum learning by highlighting the relevance of their subjects to future careers and opportunities

[My Skills My Future](#) - Programme of resources to support young people with SEND linked to skills development and next steps

[Talking Future](#) - Parents have a strong influence on young people's decisions but need good information on careers and education options to empower them to hold well-informed conversations.

Benchmark 5 - Encounters with employers and employees

Current Benchmark 5 score: 75%

CEC resources can be found here: [Gatsby Benchmark 5 | CEC Resource Directory \(careersandenterprise.co.uk\)](#)

Sub-benchmarks	Current progress
Have at least one meaningful encounter with an employer every year they are at your school	In Progress

Prompt Questions

- Is employer engagement progressive through the key stages? [Inspiring the future](#) offer a suggestion of what progressive employer encounters look like
- How do employer encounters support with meeting identified learning outcomes (BM1)?
- How are students/teachers/employers/parents supported to maximise impact of employer encounters?
- Is there a protocol for welcoming employers into the school and maintaining positive relationships?
- How are employer encounters evaluated?
- How are employer encounters linked to BM4?
- Is the institution aware of LEP strategic economic plan and how is it referred to?

Ideas

- Encounters with employers have to be meaningful. They can be face to face or virtual, but a meaningful encounter tends to mean they have an element of interaction, i.e. just showing a pre-recording video would not allow or interaction.
- Networking with employers, this will help young people become more confident talking to employers, by having a quick-fire conversation and answering employability questions.
- Mock Interviews, schools could supply employers with suggested questions and employers therefore, employers can give feedback and coaching.
- A Careers Day will give the chance for employers and pupils to interact and engage in person while doing activities together.
- School Trips would be a good idea to promote employee encounters, students can prepare questions to ask people in different job roles and share their learning afterwards.
- Encouraging students to volunteer could help them have encounters with employers/employees

Providers

- Industry Champions are a group of over 150 employers/employees willing to support on careers activities. Email careershub@southend.gov.uk with details of your event and they will be sent to Industry Champions for volunteers.
- [Thurrock's Next Top Boss](#) give young people the chance to work with employers on real businesses challenges. Run annually for Thurrock schools.
- [Anglian Water](#) offer virtual insight days for Southend schools
- [Inspiring the future](#) connect volunteers from the world of work with schools and colleges. It is free and easy to set up an event on their website and to invite volunteers.
- The CEC [Find an Activity Provider](#) Tool list organisations that have activities that meeting benchmarks 5 and 6. Search by location, cost, benchmark, type of activity, key stage and virtual or face to face.
- [Founders 4 Schools](#) allows to you create an event and invite employees to both virtual and face to face activities. It's easy to set up an event and free to use