



A SPECIALIST LEARNING COMMUNITY

Annual Review of progress towards The Gatsby Benchmarks – December 2023

The Gatsby Good Careers Guidance Benchmarks are a framework of 8 guidelines defining best practice careers provision in schools and colleges.

Utilising the COMPASS benchmark tool questions as a starting point, this document outlines current practice at Tor View against the Gatsby Benchmarks. COMPASS evaluations are completed once each school term.

Key	Current Score	Previous Score	Percentage of Schools Nationally Meeting benchmark
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Definitions: A Meaningful Experience/Encounter – an experience or encounter through which the student has an opportunity to learn or take something of value to them

Benchmark 1 – A Stable Careers Programme	100%	100%	66%
<p><u>Current Status</u></p> <ul style="list-style-type: none"> Tor View has a written whole school careers programme, in the form of various policies and documents, supported by senior leadership and approved by the board of governors. These include; <ul style="list-style-type: none"> - CEIAG Mapping - Gatsby Benchmarks for Valley College @ Tor View - Work Experience Policy - British Values The Programme has both strategic and operational elements and has resources allocated to it. The Programme is evaluated for effectiveness at least every 3 years, using systematic feedback from students, teachers, employers and parents/carers. There is an identified Careers Lead overseeing the Programme. As of October 2018 this named individual is Emma Pemberton The Careers Lead, Work Experience Coordinator and Head of FE systematically monitor the Careers Programme to ensure it is relevant, up-to-date and meeting the needs of students and learners Information regarding the Careers Programme aimed specifically at Students and Parents/Carers can be found on the school website. The school website was updated to explicitly show CEIAG within 2 clicks (under Key Information) The Provider access policy has been updated to reflect new legislation 			
<p><u>What needs to be done</u></p> <ul style="list-style-type: none"> Maintain provision <p><u>How can we improve further</u></p> <ul style="list-style-type: none"> Information aimed at Employers to be added to the website 			

Benchmark 2 – Learning from Career & Labour Market Information	100%	100%	81%
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Current Status

- Tor View ensures that the majority of students have used appropriate and relevant up-to-date career & labour market information to help inform study/career decisions. This is done through Annual Reviews, College Open Evenings, Careers & Enterprise Week, IAG's, visits to College and Further Education Provisions and Transition Meetings
- Encourages parents and carers to use career path and labour market information to aid support given to their children. The Schools Parent Liaison helps to signpost parents/carers to relevant and appropriate careers and further education information. In addition to this Providers are invited to Parents Evenings in order to provide information about employment and future study opportunities.
- Information about CEIAG has been displayed at Parents evenings
- Teachers have recently (Summer 2023) received training in order to ensure that they explicitly incorporate IAG within lessons (particularly at KS3,4&5)
- The website has been updated to contain links to relevant information suitable for student, teacher and parent/carer access

What needs to be done

- **Maintain provision**

How can we improve further

- **Continue to build teacher confidence in utilising labour and market information to support student learning and awareness**

Benchmark 3 – Addressing the needs of each pupil

100%

100%

54%

Current Status

- Tor View provides a careers programme that is appropriate and relevant for students, fostering realistic aspirations whilst challenging stereotypical thinking around careers.
- Records of each students' experiences of careers and enterprise activity are recorded, access is available to students through Annual Reviews, Skills Checklists, Key Skills and Progress Files
- Any data collected is shared with LCC where requested and appropriate
- The Careers Lead, Head of FE and Work Experience Coordinator work proactively with Inspira and Careers & Enterprise Advisors to ensure that guidance is provided to all students.
- Accurate destination data is collected and maintained for each pupil after they leave school

What needs to be done

Upgrade to compass+ to ensure continuity of record keeping

Benchmark 4 – Linking curriculum learning to careers

100%

100%

76%

Current Status

- By the end of Key Stage 4 the majority of students, where appropriate and relevant, have meaningfully experienced career learning as part of their English, Maths, Science and PSHE curriculum. Examples in the 2022/23 school year include;
 - Nursing
 - Work within the leisure industry
 - Role Play and Scenario Learning

- Recognition of careers within topics
- Skill development
- Teachers have received training in order to ensure that students are aware of subject links with careers and that employability skills and vocabulary are embedded within the curriculum.

What needs to be done

- **Maintain provision**

How can we improve further

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Benchmark 5 – Encounters with employers and employees

100%

100%

56%

Current Status

- The overwhelming majority of pupils in KS3, KS4 & KS5 have at least one meaningful encounter with an employer or employee each year. Examples include:
 - Work based training sessions
 - External work placements
 - Conversations and questions with employees during Leisure Lessons and Careers Week e.g. Instructors at The Adrenaline Centre | Golf Pros at Rossendale Golf Club | Nursing Staff | Police | Paramedics | Catering | Dog Trainer | Site Maintenance Teams
 - Conversations and questions with employees and employers during Community Link Sessions e.g. Cashiers or Community Liaison at Tesco
 - On-site learning opportunities with Site Team, Catering Team and Garage Café Manager
 - Students have been given opportunities to attend Careers Fairs and meet with different employers

What needs to be done

- **Maintain provision**

How can we improve further

- **Look for more opportunities to ensure relevant and wide ranging encounters**

Benchmark 6 – Experiences of workplaces

100%

100%

36%

Current Status

- The overwhelming majority of pupil, where relevant and appropriate, have had a meaningful experience of a workplace by the end of year 11. These experiences had been restricted during COVID restriction in the 21.22 academic year but were re-established during the Summer Term. They are delivered through a combination of approaches, including but not limited to;
 - Work Placements within local businesses
 - Work Placements within the school environment such as Site Maintenance, Welfare Positions, Classroom Assistants, Clean Team
 - Visits to workplaces through curriculum learning such as, Tesco (when engaging with staff), Golf Club
 - Visits to workplaces through Community Link visits
- The overwhelming majority of pupils, where relevant and appropriate, have, with support, obtained meaningful experience of a workplace during years 12 and 13. These experiences are

delivered through work placements within external organisations and within Tor View's own Horticulture, Catering and Cleaning Teams.

- The Work Experience Coordinator maintains more comprehensive records for Further Education Students.

What needs to be done

- **Maintain provision**

How can we improve further

- **Students should have a better awareness of these encounters at KS3 & 4**

Benchmark 7 – Encounters with further and Higher Education

100%

100%

52%

Current Status

- Tor View provides information to all students, for whom it is relevant, about appropriate future pathways including (but not limited to) apprenticeships, T-levels and supported internships
- Tor View provides opportunities for meaningful encounters with colleges and training providers, where appropriate, for all students for whom it is relevant. These include: FE Taster Sessions, attendance at Accrington & Rossendale College and Burnley College Open Days, visits to local colleges.
- Work Placement, Apprenticeship and Employment providers are invited to attend School Parents Evenings and talk to both students and Parents about opportunities available
- Students have had the opportunity to attend Careers Fairs where they have met with further and Higher Educational Providers including those who provide T-Levels.
- Provider Access policy has been updated and providers are encouraged to visit school where appropriate.

What needs to be done

SEND providers only need to provide where it is relevant and meaningful

Benchmark 8 – Personal Guidance

37%

12%

75%

Current Status

- Tor View provides the all pupils the opportunity to discuss their future pathways in an impartial relevant manner during their Annual Reviews and Transition meetings.
- School are currently able to offer more tailored advice to suit the particular needs of our students than any external advisor had been able to evidence. As such from September 2021 the College Link Tutor has been developing specific Careers lessons to suit the needs of learners, in particular geared towards independent advice and guidance These are being monitored and reviewed throughout the year in order to create a bespoke but adaptable curriculum which can be used as a template for future classes.
- School have advertised for a suitably qualified Careers lead who is able to provide personal guidance at Level 6.

What needs to be done

- **Appointment of Level 6 qualified Careers Leader.**

Written by E.Pemberton November 2019

Updated EP Jan 2021

Updated EP Sept 2021

Updated EP Sept 2022

Updated EP Dec 2023