



A SPECIALIST LEARNING COMMUNITY

## Annual Review of progress towards The Gatsby Benchmarks - September 2022

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%	43%
<p><u>Current Status</u></p> <ul style="list-style-type: none"> <li>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"> <li>- CEIAG Mapping</li> <li>- Gatsby Benchmarks for Valley College @ Tor View</li> <li>- Work Experience Policy</li> <li>- British Values</li> </ul> </li> <li>The Programme has both strategic and operational elements and has resources allocated to it.</li> <li>The Programme is evaluated for effectiveness at least every 3 years, using systematic feedback from students, teachers, employers and parents/carers.</li> <li>There is an identified Careers Lead overseeing the Programme. As of October 2018 this named individual is Emma Pemberton</li> <li>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</li> <li>Information regarding the Careers Programme aimed specifically at Students and Parents/Carers can be found on the school website.</li> <li>The school website was updated to explicitly show CEIAG within 2 clicks (under Key Information)</li> </ul>			
<p><u>What needs to be done</u></p> <ul style="list-style-type: none"> <li>Maintain provision</li> </ul>			
<p><u>How can we improve further</u></p> <ul style="list-style-type: none"> <li>Information aimed at Employers to be added to the website</li> </ul>			

Benchmark 2 – Learning from Career & Labour Market Information	100%	100%	66%
<p><u>Current Status</u></p>			

- 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 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

- **More regular reviews (termly) of information on website need to be undertaken to ensure that information remains up to date**

**Benchmark 3 – Addressing the needs of each pupil**

100%

100%

38%

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

**Benchmark 4 – Linking curriculum learning to careers**

100%

100%

60%

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 2021/22 school year include;
  - Nursing
  - Dog Training
  - 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

- **Curriculum mapping is due a review and needs to reflect up to date information on how CEIAG is incorporated into learning**

**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 | Fire Service | 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
- The Careers Lead is working with Enterprise Advisors, Rossendale Council and Secondary School Careers Advisors to organise ‘Rossendale Works’ bringing together Business Leaders, Employers and Students to inform and engage them in careers advice and opportunities.

What needs to be done

- **Maintain provision**

How can we improve further

- **Higher profile for ‘Passport to employment’ for KS3 and 4 students**

**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
- Raise profile of 'Passport to employment' for KS3 and 4 students

**Benchmark 7 – Encounters with further and Higher Education**

100%

100%

33%

Current Status

- Tor View provides information to all students, for whom it is relevant, about appropriate apprenticeships. Due to COVID restrictions still in place during the 21.22 academic year some of these opportunities were reduced or took place through virtual mediums
- Tor View provides opportunities for meaningful encounters with colleges and training providers, where appropriate, for all students for whom it is relevant. These include: Weekly FE Taster Sessions, attendance at Accrington & Rossendale College and Burnley College Open Days
- Work Placement, Apprenticeship and Employment providers are invited to attend School Parents Evenings and talk to both students and Parents about opportunities available

What needs to be done

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

**Benchmark 8 – Personal Guidance**

12%

12%

65%

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.

What needs to be done

- Look into ways in which to offer students at least one interview with a professional careers adviser that is suitable and relevant, in addition to their Annual Reviews, by the end of Year 13.