



TOR VIEW

A SPECIALIST LEARNING COMMUNITY

Annual Review of progress towards The Gatsby Benchmarks September 2019

The Gatsby Good Careers Guidance Benchmarks are a framework of 8 guidelines defining best practice careers provision in schools and colleges. The Government expects all schools and colleges to have met all 8 benchmarks by 2020. (The Careers & Enterprise Company, 2019)

Utilising the COMPASS benchmark tool questions as a starting point, this document outlines current practice at Tor View against the Gatsby Benchmarks.

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	94%	88%	6%
<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"> - Employability 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. 			
<p><u>What needs to be done</u></p> <ul style="list-style-type: none"> • Maintain provision • Information aimed at Employers to be added to the website <p><u>How can we improve further</u></p> <ul style="list-style-type: none"> • The school website needs updating to explicitly show careers within 2 clicks, currently it is hidden and only available when accessing the FE curriculum page 			

Benchmark 2 – Learning from Career & Labour Market Information	100%	80%	32%
<p><u>Current Status</u></p> <ul style="list-style-type: none"> 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) 			
<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"> The school website needs to sign post Careers and Employment work at Tor View as well as links to other providers 			

Benchmark 3 – Addressing the needs of each pupil	90%	90%	13%
<p><u>Current Status</u></p> <ul style="list-style-type: none"> 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 Jill (Careers Advisor) to ensure that guidance is provided to all students. 			
<p><u>What needs to be done</u></p> <ul style="list-style-type: none"> Collect and maintain accurate data for each pupil on their destinations for 3 years after they leave school. 			

Benchmark 4 – Linking curriculum learning to careers	100%	100%	26%
<p><u>Current Status</u></p> <ul style="list-style-type: none"> 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 2018/19 school year include; <ul style="list-style-type: none"> Nursing and Medicine – Heart Start Visit 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

- Need to make more evident

Benchmark 5 – Encounters with employers and employees

100%

100%

38%

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 e.g. Instructors at The Adrenaline Centre | Golf Pros at Rossendale Golf Club
 - 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

- Students should have a better awareness of these encounters at KS3 & 4
- Creation of 'Passport to employment' for KS3 and 4 students

Benchmark 6 – Experiences of workplaces

100%

100%

37%

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 are delivered through a combination of approaches, including but not limited to;
 - Work Placements within local businesses such as B&M, Ski Rossendale and McDonalds
 - Work Placements within the school environment such as Site Maintenance, Welfare Positions, Classroom Assistants, Clean Team
 - Visits to workplaces through curriculum learning such as Airport, 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.

- All workplace encounters for years 7 through to 14 are recorded on a central database, updated termly.
- 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**
- **Creation of 'Passport to employment' for KS3 and 4 students**

Benchmark 7 – Encounters with further and Higher Education

100%

54%

13%

Current Status

- Tor View provides information to all students, for whom it is relevant, about appropriate apprenticeships.
- 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 Accross 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

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

Benchmark 8 – Personal Guidance

100%

75%

49%

Current Status

- Tor View provides the overwhelming majority of pupils an interview with a professional and impartial careers advisor by the end of year 11. As a SEND provision this is done through the provision of Annual Reviews and Transition meetings. Since the last review these have been recognised as acceptable and to some extent more thorough than the provision provided in many mainstream schools.

What needs to be done

- **The overwhelming majority of pupils should have at least one interviews with a professional careers adviser, in addition to their Annual Reviews, by the end of Year 13.**