



Gatsby Benchmark	Requirements	Programme
2.Learning from career and labour market information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	<ol style="list-style-type: none">1. Careers page on the College website include Labour Market Information2. Labour Market Information is sent to parents and pupils via principal's weekly newsletter3. Conversations with the College's Independent Career Advisor:<ul style="list-style-type: none">• Pupils will receive action plans signpost to websites• Action Plans are also made accessible to parents4. Monthly Careers Breakfasts / teas provide pupils with opportunities for a Q&A session with a wide cross section of local employers, often including those who are non-stereotypical of their industry5. Independent Careers Advisor attends Parent Review Evenings to offer advice and guidance6. Years 7 to 11 use the resource Cre8tive during Personal Development sessions7. Pupils have access to STEM opportunities through the curriculum, workshops and extra-curricular activities8. Year 12 and Year 13 have both had a talk about the labour market in the Mersey City Region with resources produced by the Metro Mayor's Office9. Year 13 talk delivered by Careers North about LMI10. All key stages have access to and are signposted to the platform Be More



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3.Addressing the needs of each student	<p>Students have different career guidance needs at different stages.</p> <p>Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>	<ol style="list-style-type: none">1. Career Conversations – are timely as facilitated through self and tutor referral, avoiding a blanket approach to career guidance in line with best practice.2. Independent provider of IAG delivers a programme of assemblies and attends Parent Review Evenings from Year 7 to Year 13 which provides opportunities for pupil and parents to self refer and seek guidance at an appropriate time.3. Action Plans are personalised and include information and weblinks as discussed during the pupils Career Conversation, they are shared with pupils electronically and they are encouraged to share with parents.4. Staff and pupils using Unifrog in Key Stage 3, 4 and 55. Years 7 to 11 use the resource Cre8tive, CEIAG curriculum resources which provide continuity throughout the years delivered during Personal development sessions.6. All Sixth Formers have a one-to-one meeting with their tutor each half term that is focused on careers and HE7. All Year 12 students are offered a mock interview based around their own employment interests and with one-to-one verbal and written feedback on their CV application letter and interview performance
4.Linking curriculum learning to careers	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<ol style="list-style-type: none">1. Inset for all staff delivered by Career North provides explicit links for curriculum areas to careers, includes signposting to resources and posters for display2. Career North Career Conversations3. Career North Action Plans signpost to STEM4. Careers talks/assemblies/breakfasts from STEM ambassadors5. STEM workshops for all 3 Key Stages6. Key Stage 3, 4 and 5 use Unifrog resources



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<p>5.Encounters with employers and employees</p>	<p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<ol style="list-style-type: none"> 1. Careers Breakfasts open to all pupils 2. Employer visits within the Curriculum 3. Careers Fair (Biennial) 4. National Careers Week – assemblies / tutor time 5. Key Stage 5 Employability Days meeting face-to-face with two employers each, all Year 12 students offered mock interviews run by members of the local business community 6. Key Stage 3, 4 and 5 pupils utilise Unifrog resources in Workshops and PD sessions 7. Sixth Form talk on “Workplace Issues” delivered by HR professional
<p>6.Experiences of workplaces</p>	<p>Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks</p>	<ol style="list-style-type: none"> 1. Work experience programme in Key Stage 4 and 5 including preparation, monitoring, debrief and evaluation 2. Pupils (key Stage 3,4 and 5 utilise Unifrog to support their decisions 3. All Key Stages have access to and are signposted to the platform Be More via website, firefly and the Principal's newsletter.
<p>7.Encounters with further and higher education</p>	<p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<ol style="list-style-type: none"> 1. Post 16 Options presentation by the Independent Careers Advisor 2. Careers Fair carousel event every 2 years for all pupils 3. Post 18 Options workshops / presentations for Key stage 4 and 5 4. Post 16/18 visits Further Education /Higher Education / Work Based Learning 5. Key Stage 3, 4 and 5 pupils utilise Unifrog resources 6. Key Stage 3, 4 and 5 assemblies for apprenticeships and technical education 7. Career North Inset for all staff to ensure staff are knowledgeable and kept up to date with opportunities post KS4/5 to support them to be the first line of Careers support. 8. The College website signposts to a range of Careers and Apprenticeship websites including governmental websites.



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		<p>9. All Sixth Formers visit universities – the whole cohort to Lancaster University and then smaller visits to Oxford, Cambridge, Bath, Bristol, Manchester, Salford, Edge Hill, Hope and LJMU</p> <p>10. University of Liverpool and Bangor university visit annually to offer advice on university applications and university finance</p>
8. Personal guidance	<p>Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.</p>	<ol style="list-style-type: none">1. Career Conversations made available to all pupils and signposted by form tutors introductory ppt presentation, Career North assemblies and attendance at Parent Events2. All pupils receiving guidance through a Careers Conversation ideally on a self/tutor referral basis3. Career North Action Plans are detailed and personalised and emailed to pupils4. Career coaching in small groups/ tutor groups in Key Stage 3 and 45. Key Stage 4 and 5 utilise Unifrog resources in EPR sessions6. All Sixth Formers have a one-to-one meeting with their tutor each half term that is focused on careers and HE.7. Students applying for especially competitive HE options such as dentistry, medicine, Oxbridge etc. have one-to-one support in their application from the Scholarship Coordinator8. Sixth Form Learning Mentor works one-to-one with students supporting them with the application process for apprenticeships and university courses