

CAREERS PROGRAMME AND IMPACT

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Documenting the Impact of the Careers Education, Advice, Information and Guidance provision of St Martin's School.

Throughout the school year, assessment of Careers provision is measured against the 8 Gatsby benchmarks. The school produces a 'Gatsby Benchmark Audit' document, detailed below, which is used both to log provisions and assess the meeting of these benchmarks. This document is reviewed annually.

Careers provision overall is reviewed annually by the Teacher in charge of Careers Education, Alex Williams; Careers Advisor, Jade Whyley; Head of Sixth Form, Siobhan Howells; and the member of SLT responsible for Careers Education, Dean Goddard.

This annual review process includes qualitative assessment of provision, based on the impact to our students, with evaluations made on importance, relevance, and efficacy.

Intended and actual destinations data is used to inform the Careers provision in a proactive way during the academic year.

The published information will be reviewed in July 2022.

BENCHMARK	KEY STAGE THREE	KEY STAGE FOUR	KEY STAGE FIVE
<p>1</p> <p><i>A Stable Careers Programme</i> Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers and employees</p>	<ul style="list-style-type: none"> • Careers education in part of the KS3 Civics Programme • Rolling out Unifrog to pupils in lower school. 	<ul style="list-style-type: none"> • Every student has access to at least one individual careers interview with an independent careers expert • Parents are informed of post 16 options via letters. • Form time activities reviewing personal opinions on post 16 options. 	<ul style="list-style-type: none"> • All students receive individual UCAS preparation meetings with the Head of Sixth Form • Year 12 attend Pathway Days in July (Virtual 2021) • Outside speakers regularly present to sixth form students in weekly assemblies • Access to careers advisor should one be requested. • Careers preparation drop down (Unifrog) – Year 12. • Apprenticeship support using Aim Apprenticeship throughout the two years – blended access.
<p>2</p> <p><i>Learning From Career and Labour-Market Information</i> Every student and their parents, should have access to good-quality information about future study options and labour market opportunities</p>	<ul style="list-style-type: none"> • Comprehensive details about different careers and industries can be found in their Unifrog Profile • LMI embedded in Civics programme 	<ul style="list-style-type: none"> • Students are well briefed on different pathways and career routes • Pupils take an hour to analyse personalised career path and LM information using Unifrog 	<ul style="list-style-type: none"> • Apprenticeship workshop offered to all interested students • Students have access to university Open days and Taster sessions • Careers Library on Unifrog – directed guidance on how to use and interactions saved by tutors. • Higher Education evening to all Year 12 parents. • Amazing Apprenticeships pack emailed home to all parents each month.
<p>3</p> <p><i>Addressing the Needs of Each Student</i> Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should</p>	<ul style="list-style-type: none"> • SEN students have access to the Princes Trust • Diversity and equality are used regularly as assembly themes 	<ul style="list-style-type: none"> • Careers expert is pro-active in ensuring all disadvantaged students have a clear plan for their next steps. 	<ul style="list-style-type: none"> • Sixth form students have carefully selected advice and guidance from the pastoral team about post 18 destinations.

	embed equality and diversity consideration throughout	<ul style="list-style-type: none"> • Individuality considered using Unifrog tools 	<ul style="list-style-type: none"> • NEET levels are well below national average • SLT meetings where necessary for disadvantaged pupils • FT activities on personal opinions on post 16 options 	<ul style="list-style-type: none"> • Access to the careers advisor if needed. • Form tutors identify individual needs during mentoring and can access and add interactions to a student's UniFrog profile. • UniFrog – Read, Listen, Write – super curricular opportunities.
4	<p>Linking Curriculum Learning to Careers</p> <p>All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevant of STEM subjects for a wide range of future career paths</p>	<ul style="list-style-type: none"> • Each faculty displays subject links to future careers and professions • Science and Technology – guest speakers present to Year 9 on a regular basis 	<ul style="list-style-type: none"> • Civics programme incorporates employability skills in Year 10 and 11 as well as post 16 options. • Whole school focus on employability skills such as attendance and punctuality • Subject posters in faculty areas highlighting career pathways • Soft skills bulletin sent to staff to embed good practice 	<ul style="list-style-type: none"> • External speakers are a regular part of KS5 assemblies • Students have access to various trips to computer science, product design and science to promote careers post 18 • Access to UniFrog • MOOCs encouraged for students to complete.
5	<p>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</p>	<ul style="list-style-type: none"> • Enterprise Day occurs each year for Year 9 students in March • Unifrog provides information on life as an employee 	<ul style="list-style-type: none"> • Speakers for schools are regularly invited in to share their employment experiences • Unifrog provides information on life as an employee • Students encouraged to undertake work experience if they wish to do so 	<ul style="list-style-type: none"> • Insight into Management programme in July of Year 12 • Work experience encouraged and work placement focus in place • Students regularly attend careers fairs and have access to a variety of employers. • Pathways Day allows interaction with guest speakers from various companies. • Success in Schools has allowed continued access through remote work experience.

6	<p>Experiences of Workplaces Every student should have first-hand experience of the workplace through work visits, work shadowing and/or work experience</p>	<ul style="list-style-type: none"> • Unifrog tools have details of a huge amount of working environments • Student are encouraged to explore during their careers module in the civics programme 	<ul style="list-style-type: none"> • Interview experience available from InvestIN • Opportunities are signposted during careers interviews and forwarded to form tutors. • Unifrog provides information on life as an employee • Students encouraged to undertake work experience if they wish to do so 	<ul style="list-style-type: none"> • Parents are kept informed of all placements and work shadowing via emails and group call • Students are encouraged to complete relevant work experience during Year 12 to add to their CV/personal statement.
7	<p>Encounters with Further and Higher Education 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>	<ul style="list-style-type: none"> • Civics programme cover a range of possible destinations Post 16 and Post 18 • Access policy listed on website • Individual departments organise visits to FE and HE destinations 	<ul style="list-style-type: none"> • Career planning post 16 starts in Year 10 • Assemblies held to promote the options for all Year 11 students • Individual departments organise visits to FE and HE destinations 	<ul style="list-style-type: none"> • Emirates Career Fair in Year 12 • Pathways Day in July for Year 12 • Careers information regularly distributed through KS5 assemblies • Careers and Subject Libraries on Unifrog • Individual departments organise visits to FE and HE destinations
8	<p>Personal Guidance Every student should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level.</p>	<ul style="list-style-type: none"> • All Year 9 students have expert advice from all option subject leaders through assemblies • Options evenings where pupils and parents can discuss career paths with teachers/leaders. • Pupils can prepare and research using the Unifrog tools 	<ul style="list-style-type: none"> • All KS4 students have access to an independent careers advice from part-time Careers Advisor in school • Pupils can prepare and research using the Unifrog tools • FT activities reviewing personal opinions on post 16 options. 	<ul style="list-style-type: none"> • Every student in KS5 has the opportunity to have a careers interview with an independent careers expert • UCAS meetings with Head of Sixth Form • Apprenticeship meetings with the Director of KS5