



# CAREERS PROGRAMME AND IMPACT

Publish date: July 2023

## **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. This document is produced both to log provisions and assess the meeting of these benchmarks, alongside a 'Baker Clause Appendix' which highlights how the school meets the Skills and Post-16 Education Act 2022. This document is reviewed annually.

Careers provision overall is reviewed annually by the Teacher in charge of Careers Education, Laimonte Herbert; Careers Advisor, Jade Whyley; Head of Sixth Form, Daniel Langley; and the member of SLT responsible for Careers Education, Annabel Day.

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 2024.

## Gatsby Benchmark Audit

	BENCHMARK	KEY STAGE THREE	KEY STAGE FOUR	KEY STAGE FIVE
1	<p><b><i>A Stable Careers Programme</i></b> 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"> <li>• Careers education in part of the KS3 PSHE Programme.</li> <li>• THRIVE employability skills motto embedded throughout the school.</li> <li>• Careers displays in departments around the school.</li> <li>• Events and their intent are communicated to parents.</li> </ul>	<ul style="list-style-type: none"> <li>• Every student has access to at least one individual careers interview with an independent Careers expert.</li> <li>• Parents are informed of post 16 options via letters.</li> <li>• Post-16 options presented at assembly in Y10 &amp; Y11.</li> <li>• Form time activities reviewing personal opinions on post 16 options, auditing skills and creating a CV.</li> <li>• Careers education in part of the KS3 PSHE Programme.</li> <li>• THRIVE employability skills motto embedded throughout the school.</li> <li>• Able to access Unifrog from Y10.</li> </ul>	<ul style="list-style-type: none"> <li>• All students receive individual UCAS preparation meetings.</li> <li>• Year 12 attend Pathway Days in July.</li> <li>• Outside speakers regularly present to sixth form students in weekly assemblies.</li> <li>• Access to a Careers Advisor should one be requested.</li> <li>• Careers preparation drop down (Unifrog) – Year 12.</li> <li>• Apprenticeship support using Aim Apprenticeship throughout the two years – blended access.</li> <li>• THRIVE employability skills motto embedded throughout the school.</li> </ul>
2	<p><b><i>Learning From Career and Labour-Market Information</i></b> 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"> <li>• LMI embedded in PSHE programme, including variety of future study options.</li> <li>• Real world data used in Enterprise Day.</li> <li>• Alternative provisions explored in Enterprise Day.</li> </ul>	<ul style="list-style-type: none"> <li>• Students are well briefed on different pathways and career routes.</li> <li>• Form time activities for Y10 &amp; Y11 is updated with LMI, activities designed to cover students' own opinions on future study options.</li> <li>• Comprehensive details about different careers and industries can be found in their Unifrog Profile.</li> </ul>	<ul style="list-style-type: none"> <li>• Apprenticeship workshop offered to all interested students.</li> <li>• Students have access to university Open days and Taster sessions.</li> <li>• Careers Library on Unifrog – directed guidance on how to use and interactions saved by tutors.</li> <li>• Higher Education evening to all Year 12 parents.</li> <li>• Amazing Apprenticeships pack emailed home to all parents each month.</li> </ul>

				<ul style="list-style-type: none"> <li>• Comprehensive details about different careers and industries can be found in their Unifrog Profile.</li> <li>• IIM event uses real world data from real world managers.</li> </ul>
3	<p><b>Addressing the Needs of Each Student</b>  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 consideration throughout.</p>	<ul style="list-style-type: none"> <li>• SEN students have access to the Princes Trust.</li> <li>• Diversity and equality are used regularly as assembly themes.</li> <li>• Adaptive teaching in PSHE.</li> <li>• Enterprise Day designed to be accessible to all.</li> </ul>	<ul style="list-style-type: none"> <li>• Careers expert is pro-active in ensuring all disadvantaged students have a clear plan for their next steps.</li> <li>• SEN department engages with students and their action plans.</li> <li>• NEET levels (4%, Gov.uk 2020) are well below national average (11.3%, ons.gov.uk 2023).</li> <li>• IAG meetings where necessary for disadvantaged pupils.</li> <li>• FT activities on personal opinions on post 16 options.</li> <li>• Individuality considered using Unifrog tools.</li> </ul>	<ul style="list-style-type: none"> <li>• All sixth form students have carefully selected advice and guidance from the pastoral team about post 18 destinations.</li> <li>• Access to the careers advisor if needed.</li> <li>• Form tutors identify individual needs during mentoring and can access and add interactions to a student's Unifrog profile.</li> <li>• Unifrog – Read, Listen, Write – super curricular opportunities.</li> <li>• SEN support for students.</li> <li>• IIM event designed to give all students something to add to their CV.</li> </ul>
4	<p><b>Linking Curriculum Learning to Careers</b>  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"> <li>• Each faculty displays subject links to future careers and professions.</li> <li>• Science and Technology – guest speakers present to Year 9 on a regular basis.</li> <li>• Departments run their own trips to working environments.</li> </ul>	<ul style="list-style-type: none"> <li>• PSHE programme incorporates employability skills in Year 10 and 11 as well as post 16 options.</li> <li>• Whole school focus on employability skills such as attendance and punctuality + THRIVE.</li> <li>• Subject posters in faculty areas highlighting career pathways.</li> </ul>	<ul style="list-style-type: none"> <li>• External speakers are a regular part of KS5 assemblies.</li> <li>• Students have access to various trips to Computer Science, Product Design and Science to promote careers post 18.</li> <li>• Access to Unifrog.</li> <li>• MOOCs encouraged for students to complete.</li> </ul>

5	<p><b><i>Encounters with Employers and Employees</i></b>  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"> <li>• Enterprise Day occurs each year for Year 9 students in March.</li> <li>• Speakers for schools are regularly invited in to share their employment experiences.</li> <li>• Access is clearly stated on the school website as per the Baker clause.</li> <li>• Alternative provisions are presented to students before the end of Year 8.</li> </ul>	<ul style="list-style-type: none"> <li>• Speakers for schools are regularly invited in to share their employment experiences.</li> <li>• Unifrog provides information on life as an employee.</li> <li>• Students encouraged to undertake work experience if they wish to do so. Opportunities are forwarded on to Year 11 students.</li> <li>• Access is clearly stated on the school website as per the Baker clause.</li> </ul>	<ul style="list-style-type: none"> <li>• IIM event in July of Year 12.</li> <li>• Work experience encouraged and work placement focus in place. Opportunities forwarded on to students.</li> <li>• Students regularly attend careers fairs and have access to a variety of employers.</li> <li>• Pathways Day allows interaction with guest speakers from various companies.</li> <li>• Success in Schools has allowed continued access through remote work experience.</li> <li>• Access is clearly stated on the school website as per the Baker clause.</li> </ul>
6	<p><b><i>Experiences of Workplaces</i></b>  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"> <li>• Unifrog tools have details of a wide range of working environments.</li> <li>• Student are encouraged to explore during their Careers module in the PSHE programme.</li> <li>• Enterprise Day models working in a business environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities are signposted during careers interviews and forwarded to Form Tutors / directly to students.</li> <li>• Unifrog provides information on life as an employee.</li> <li>• Students encouraged to undertake work experience if they wish to do so.</li> </ul>	<ul style="list-style-type: none"> <li>• Parents are kept informed of all placements and work shadowing via emails and group call</li> <li>• Students are encouraged to complete relevant work experience during Year 12 to add to their CV/personal statement.</li> <li>• Opportunities are signposted during careers interviews and forwarded to form tutors / directly to students.</li> <li>• IIM event designed around workplace tasks.</li> </ul>
7	<p><b><i>Encounters with Further and Higher Education</i></b>  All Students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and</p>	<ul style="list-style-type: none"> <li>• PSHE programme covers a range of possible destinations Post 16 and Post 18.</li> <li>• Range of destinations covered in Enterprise Day.</li> </ul>	<ul style="list-style-type: none"> <li>• Career planning for post 16 starts in Year 10.</li> <li>• Assemblies held to promote the options for all Year 11 students.</li> </ul>	<ul style="list-style-type: none"> <li>• Pathways Day in July for Year 12.</li> <li>• Careers information regularly distributed through KS5 assemblies.</li> </ul>

	<p>learning in schools, colleges, universities and in the workplace.</p>	<ul style="list-style-type: none"> <li>• Access policy listed on website as per the Baker clause.</li> <li>• Individual departments organise visits to FE and HE destinations.</li> <li>• Conventional and alternative provisions are presented to students before the end of Year 8.</li> </ul>	<ul style="list-style-type: none"> <li>• Posters, prospectuses and speakers from other institutions highlight external opportunities.</li> <li>• Individual departments organise visits to FE and HE destinations.</li> <li>• Form time activities designed to get students to assess different post-16 options.</li> <li>• PSHE programme covers a wide range of CEAIG information.</li> </ul>	<ul style="list-style-type: none"> <li>• Careers and Subject Libraries on Unifrog.</li> <li>• Individual departments organise visits to FE and HE destinations.</li> </ul>
8	<p><b>Personal Guidance</b> 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"> <li>• All Year 9 students have dedicated advice from all option subject leaders through assemblies.</li> <li>• Options evenings where pupils and parents can discuss career paths with teachers/leaders.</li> <li>• PSHE programme covers a wide range of CEAIG information.</li> <li>• Self-reflection an important part of Enterprise Day.</li> </ul>	<ul style="list-style-type: none"> <li>• All KS4 students have access to an independent Careers advice from part-time Careers Advisor on-site or remotely.</li> <li>• Pupils can prepare and research using the Unifrog tools.</li> <li>• FT activities reviewing personal opinions on post 16 options, auditing their own skills.</li> <li>• PSHE programme covers a wide range of CEAIG information.</li> </ul>	<ul style="list-style-type: none"> <li>• Every student in KS5 access to a Careers interview with the independent Careers expert.</li> <li>• UCAS meetings with Sixth Form team.</li> <li>• Apprenticeship meetings with the Director of KS5.</li> </ul>

## Baker Clause / Skills and Post-16 Education Act 2022 Appendix

A number of events, integrated into the School careers' programme throughout the academic year, offer providers an opportunity to come into School to speak to pupils and/or their parents/carers. Providers may also request access by contacting the school directly. This is all outlined in the Policy Statement on Provider Access, available on the school website. In line with our commitment to the Skills and Post-16 Education Act 2022, the school will endeavour to highlight encounters with providers of technical education qualifications or apprenticeships below. The outline of our minimum statutory encounters (a non-exhaustive list) has been completed for the 2022-2023 academic year.

	<b>Years 8-9</b>	<b>Years 10-11</b>	<b>Years 12-13</b>
“Encounters with a provider of approved technical education qualifications or apprenticeships.”	PSHE Programme	FT Post-16 Programme	Pathways Day
	Enterprise Day	Assemblies	External Speakers

Alex Williams  
July 2023