

Smestow Academy & the Gatsby Benchmarks

Gatsby Good Career Guidance Summary for Schools

Benchmark	What is this?	How we achieve this at Smestow Academy
1	<p style="text-align: center;">A STABLE CAREERS PROGRAMME</p> <p>Every school should have an embedded programme of careers education and guidance that is known and understood by pupils, parents and carers, staff, governors, employers and other agencies.</p>	<ul style="list-style-type: none"> • The careers programme is structured and updated by the Careers Leader and a designated member of the Senior Leadership Team. It is published and included on the school's website. • The programme is evaluated with feedback from all stakeholders. • A framework for the planning, monitoring, review and delivery of the careers programme will be reviewed annually, using the quality standard for Careers Education and Guidance. • Smestow Academy will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass+ Tracker tool, as well as using our own internal evaluations, including the opinions of providers, pupils, staff and parents/carers. • Funding is allocated annually in the context of whole school priorities and particular needs for Careers Education, Information and Guidance.
2	<p>LEARNING FROM CAREER AND LABOUR MARKET INFORMATION</p> <p>All pupils, parents and carers, teachers and staff who support pupils should have access to good-quality, up-to-date information about future pathways, study options and labour market opportunities. Young people with special educational needs and disabilities (SEND) and their parents and carers may require different or additional information. All pupils will need the support of an informed adviser to make the best use of available information.</p>	<ul style="list-style-type: none"> • Labour Market Information (LMI) is included in the careers programme and additional knowledge is provided by the Careers Adviser and Careers Lead. • Parents/Carers and pupils can keep up to date with information about Labour Market Information by reading the careers section on the school website. • The Careers Adviser provides independent careers guidance, including LMI to all Year 11 pupils and identified groups. • LMI information will be shared with parents at all Parents' Evening events. • LMI updates will be shared with staff annually at a CPD session. • LMI will be shared in an engaging way with all pupils through assemblies and as part of the personal development programme • Visiting employers and speakers will share their experience of the labour market.
3	<p style="text-align: center;">ADDRESSING THE NEEDS OF EACH YOUNG PERSON</p> <p>Pupils have different careers guidance needs at different stages. Careers programmes should help pupils navigate their concerns about any barriers to career progression. In addition, opportunities should be tailored to the needs of each pupil, including any additional needs of vulnerable and disadvantaged pupils, young people with SEND and those who are absent.</p>	<ul style="list-style-type: none"> • The careers programme actively seeks to challenge stereotypical thinking and to raise aspirations. The Careers Pupil Entitlement outlines these aims. This is reinforced through all careers opportunities including in careers assemblies and as part of the personal development programme. • Smestow Academy will keep accurate records of each pupil's career experiences using our own internal systems and Compass+. This will be supported by staff recording and reviewing their activities and communicating this to the Careers Leader. • Destinations are collated by the Careers Lead, with the support of the Careers Adviser, who reports these to the local authority. • A developing Alumni Network helps to foster greater links with our former pupils and allows us to track their long-term destinations. It also brings about new opportunities for our pupils to gain career advice, enriching the delivery of our careers programme. • The Careers Adviser offers guidance and support to SEND pupils and liaises with the Careers Lead and the SENDCO where appropriate. • The Careers Lead will track career aspirations of individual pupils from Year 7-13; this helps to provide personalised advice for pupils. The careers destination spreadsheet is updated annually. The information is also used to identify pupils for the most relevant talks/workshops/visits. • The Careers Adviser keeps accurate records of individual careers advice, and these are shared with pupils. • Pupils in all year groups will be given the opportunity to identify different career routes. All pupils have information from the full range of providers, including apprenticeships, universities, colleges, training providers, gap year and voluntary organisations and local employers. • Pupils who meet widening participation criteria for university admission (including Pupil Premium) are actively encouraged and supported to take part in university access schemes, such as summer schools. • Year 11 pupils meet with the Careers Adviser to discuss their career plans and to confirm a destination for the end of Year 11.

		<ul style="list-style-type: none"> • Year 13 students get individual support and meetings with the Sixth Form pastoral team when applying to university or apprenticeships. These includes in depth advice and support completing and checking applications and personal statements. • Pupils also have the opportunity to become a Careers Champion.
4	<p>LINKING CURRICULUM LEARNING TO CAREERS</p> <p>As part of the school's programme of careers education, all teachers should link curriculum learning with careers. Subject teachers should highlight the progression routes for their subject and the relevance of the knowledge and skills developed in their subject for a wide range of career pathways.</p>	<ul style="list-style-type: none"> • Employability and enterprise skills are embedded with the curriculum and developed in all lessons. These develop skills which will encourage pupils to become more effective workers, within a wider range of careers. • Form tutors teach the allocated careers lessons as part of the form time programme and ongoing training needs are identified for planning and delivering the careers programme, within the personal development curriculum. • The school supports national events and we take part in National Careers Week and National Apprenticeship Week, where pupils take part in relevant activities. Learning during all lessons will have a link to careers during these weeks. • Staff are encouraged to link learning in lessons to careers and these are mapped through medium-term plans.
5	<p>ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES</p> <p>Every pupil 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 opportunities, including visiting speakers, mentoring and enterprise schemes, and could include pupils' own part-time employment where it exists.</p>	<ul style="list-style-type: none"> • Pupils will be provided with opportunities of mentoring, workplace visits, work experience, work shadowing, employer talks and projects. • Where appropriate, we will arrange visits for pupils to local businesses. This will assist pupils in making an informed decision about their future career. • Pupils have access to a wider variety of external speakers from local and national employers, professional organisations and Alumni. • Careers Fairs, assemblies and other events allow all pupils the chance to engage with local employers. • Greater links with our Alumni will allow pupils to engage with a wider range of career professionals. • We will continue to develop partnerships with local employers and apprenticeship providers. • Smestow Academy will work closely with Careers and Enterprise Company to engage with their programmes and create new opportunities for our pupils. The school works in partnership with the Enterprise Adviser Network.
6	<p>EXPERIENCES OF WORKPLACES</p> <p>Every pupil should have first-hand experiences of workplaces to help their exploration of career opportunities and expand their networks.</p>	<ul style="list-style-type: none"> • Year 12 students take part in a work experience placement organised by themselves (with school staff support if needed). • Year 9 pupils have the opportunity to take part in 'Take Your Child to Work Day', where they spend a day shadowing a parent, family member or family friend at work. • Pupils can learn about work during careers presentation and events in school given by parents, alumni, apprentices and employers. • Where possible, trips to employers will be organised. Pupils will be targeted using the careers aspirations database or opportunities will be advertised for pupils to register.
7	<p>ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION</p> <p>All pupils should understand the full range of learning opportunities that are available to them, including academic, technical and vocational routes. This should incorporate learning in schools, colleges, independent training providers (ITPs), universities and in the workplace.</p>	<ul style="list-style-type: none"> • The annual Careers Fair allows each pupil to have a meaningful encounter with learning providers, including sixth form, colleges, local employers, apprenticeship providers, training providers, voluntary schemes and gap year organisations. • By the end of Year 13, all students will have experienced at least two visits to universities. • Sixth Form students are encouraged to attend summer schools, open days and university workshops. • The tutor programme and assemblies outline all of the various options available to pupils including T levels, apprenticeships, traineeships and technical qualifications
8	<p>PERSONAL GUIDANCE</p> <p>Every pupil should have opportunities for guidance meetings with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These meetings should be available for all pupils whenever significant study or career choices are being made. They should be expected for all pupils but should be scheduled to meet their individual needs. The careers leader should work closely with the careers adviser, SEND coordinator (SENDCO) and other key staff to ensure</p>	<ul style="list-style-type: none"> • Every pupil will receive at least one careers guidance interview by a fully qualified careers adviser, by the end of Year 11, and another in the Sixth Form. • Pupils at Smestow Academy will be supported either as individuals or in groups. This may be face-to-face or virtually where needed. • The Careers Adviser will provide additional targeted independent careers guidance to identified pupils in all year groups. • The Careers Adviser will work to standards required by the CDI Code of Ethics. • Application support for the various pathways available will be provided to all pupils who need it. • Independent face-to-face careers guidance, where it is the most suitable support for young people to make successful transitions, particularly children from disadvantaged backgrounds, looked after children or those who have special educational needs, learning difficulties or disabilities, will be provided when appropriate.

	personal guidance is effective and embedded in the careers programme.	<ul style="list-style-type: none"> • Smestow Academy will work closely with the Local Authority through the provision of SEND support services: preparing for adulthood. • Access to an impartial Careers Adviser is available on request to all pupils and parents/carers. • Sixth Form students get additional guidance and support from the Careers Lead and the Sixth Form pastoral team, when applying to university or apprenticeships. These includes in depth advice and support completing and checking applications and personal statements. • A record of Year 11 pupils' Intended Destinations is monitored by the Careers Adviser to target advice at those in most need. This information is also fed back to the Careers Lead and Senior Leadership so that future planning can be considered
(9)	<p style="text-align: center;">SKILLS FOR LIFE</p> <p>In addition to the 8 Gatsby Benchmarks, Smestow Academy recognises the importance of helping our pupils develop a broad skill set to prepare them for the evolving working world. A wide range of extra-curricular and super-curricular activities are offered and promoted to pupils to help them build up lifelong employability skills.</p>	<ul style="list-style-type: none"> • All pupils are invited to take on a pupil leadership role at the start of the academic year – this may involve an election process for example in School Council • The extra-curricular and super-curricular offer is reviewed termly to allow for all pupils to explore and build new skills • Pupils are invited to record their progress onto their Globalbridge platform at termly intervals throughout the year