

Hasmonean 2020-21 Careers Yr Group Activities and Actions Meeting the Gatsby Benchmarks



*M River-Davis, Head of Career Guidance
m.rivers-davis@hasmonean.co.uk, Tel: 02082031411
Academic Year 2020-21*

Hasmonean 2020-21 Careers Yr Group Activities and Actions Meeting the Gatsby Benchmarks

List of Benchmarks

1. A stable careers programme;
2. Learning from career and labour market information;
3. Addressing the needs of each student;
4. Linking curriculum learning to careers;
5. Encounters with employers and employees;
6. Experiences of workplaces;
7. Encounters with further and higher education;
8. Personal guidance.

The Gatsby Benchmarks

1. A stable careers programme. Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

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.

3. Addressing the needs of each student. Students have different career guidance needs at different stages. 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.

4. Linking curriculum learning to careers. 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.

5. Encounters with employers and employees. 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.

6. Experiences of workplaces. 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.

7. 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.

8. Personal guidance. Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made

Yr Group	Activities	Annual meaningful Encounter with Employer from age 11? (5)	Timing	Duration
7	<ul style="list-style-type: none"> • Letter to parents about labour market information and careers programme on school website (2) • Careers lesson encounter with Head of Careers (addresses stereotypes and access to employers) as well as two guest from business/industry (3) • Career Thinking Careers lesson (2) This is linked to National Careers Week where all Computing lessons for Yrs 7-8 have a lesson investigating the NCW website. http://nationalcareersweek.com/ Careers Encounter – Computing-based investigation of what career options are available (2) 	Yes		<ul style="list-style-type: none"> • 2 hours • n/a
8	<ul style="list-style-type: none"> • Option evening (both sites) – discussion of option choices (2) • Unifrog Careers option careers choices 1 lesson session (2) (8)(3) • Letter to parents about labour market information on website (2) 	Yes		<ul style="list-style-type: none"> • n/a • 1 periods • 2 hours • 2 periods • 2-3 hours

	<ul style="list-style-type: none"> • Labour market investigation online session (2 lessons) (2) • STEM careers presentations from ASK and Apprenticeship leaders with (for both boys and girls) prior to options being taken address stereotypes in employment www.barnetsouthgate.ac.uk/stem (3) (4) & (5) • This is linked to National Careers Week where all Computing lessons for Yrs 7-8 have a lesson investigating the NCW website. http://nationalcareersweek.com/ and also the eClips website http://www.eclips-online.co.uk/ (2) 			
9	<ul style="list-style-type: none"> • STEM 'careers in subject' day when all subjects have lesson where STEM careers elements are taught (stereotypes addressed) students understand what careers are linked to the subjects. (3) & (4) STEM employers to be invited (5) • Unifrogs Careers Investigation website / (2) also investigating the eClips website http://www.eclips-online.co.uk/ (2) 	Yes		<ul style="list-style-type: none"> • n/a • 1-2 lessons
10	<ul style="list-style-type: none"> • Apprenticeships and vocational Post-16 Course information on school website (careers area) (3) • Personalised, recorded interview with all Yr 10 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS. (3) & (8) • Year 10 boys and girls students undertake a period of work experience placement. (5) & (6) 	Yes		<ul style="list-style-type: none"> • 2 periods • On-going • Interviews with pupils 15 minutes x pupil numbers • n/a

	<ul style="list-style-type: none"> Applying and briefing for Work Experience and Designing a CV for employment presentation information on website (8) Invitation to Biennial Careers Fair/Convention to meet employers/HE providers (7) Higher Education Evening (presentation by HE providers, apprenticeships, etc) (7) at evening Morrisby Testing 			<ul style="list-style-type: none"> usual work experience planning 20-30 hours planning 2 lessons
11	<ul style="list-style-type: none"> Invitation to Biennial Careers Fair/Convention to meet employers/HE providers (5) Career Matching Planner session www.prospects.ac.uk/planner (8) Access to eClips website http://www.eclips-online.co.uk/ (2) Options evening A Level (2) Morrisby Testing further opportunities 	Yes		<ul style="list-style-type: none"> 20-30 hours planning n/a 2 hours 2 hours
12	<ul style="list-style-type: none"> UCAS evening – presentation on making applications and talk from university admissions tutors (2) (7) Apprenticeship route presentation (2) Personalised, recorded interview with all Yr 12 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS. (3) & (8) Year 12 students undertake a period of work experience placement. (5) & (6) A number of our Yr 12 students take part in the JUMP programme. (5) Invitation to Biennial Careers Fair/Convention to meet employers/HE providers (7) 	Yes		<ul style="list-style-type: none"> Planning by 6th form Interviews with pupils 15 minutes x pupil numbers Usual work experience planning Jump programme coordination

	<ul style="list-style-type: none"> • Unifrog Computing programme university investigation run as additional activity www.unifrog.org (2) (4) • Applying for university should have the opportunity to have had at least two visits to universities to meet staff and pupils. (7) • Higher Education Evening (presentation by HE providers, apprenticeships, etc) (7) • Unifrog investigation website and https://www.coa.co.uk/programmes-and-aptitude-tests/centigrade Careers programming and Aptitude Tests. (2) 			
13	<ul style="list-style-type: none"> • Invitation to Biennial Careers Fair/Convention to meet employers/HE providers (5) • Students offered off-timetable day to attends Careers Live at Olympia in Oct '18 (5) https://olympia.london/whatson/what-career-live-and-what-university-live • Applying for university should have the opportunity to have had at least two visits to universities to meet staff and pupils. (7) 	Yes		<ul style="list-style-type: none"> • See above • n/a
Additional provision/delivery	<ul style="list-style-type: none"> • Develop careers page on website (links, year group pages, calendar of activities) as well as Google Classroom Careers Pages • Annual audit of careers programme – how it meets stakeholder needs on Compass Extra • Annual discussion with governors, parents, pupils, employers on the delivery and targets of current careers provision and what is required (provision against needs) (1) 			<ul style="list-style-type: none"> • On-going 1 hour week maintenance • 2-3 hours • n/a • on-going maintenance • On-going 1 period month

	<ul style="list-style-type: none">• Labour market information for pre-Yr 9 uploaded on school careers website (establish what is 'labour market' info) (2)• Careers Auditing against best practice with Compass Benchmarking Tool (1)• Need to have careers noticeboard on addressing stereotypes and vocational/apprentice routes (3)• How to write business letters as part of the year 10 and 11 English curriculum. (4)• Take your child to work day (Yr 7 or 8) (6)			
--	--	--	--	--

Gatsby Benchmark – Matrix of Provision

	1.A stable careers programme	2.Learning from career and labour market information	3.Addressing the needs of each student	4.Linking Curriculum learning to careers	5.Encounters with employers and employees	6.Experience of workplaces	7.Encounters with further and higher education	8. Personal guidance
Yr 7		#Letter to parents about labour market information on website #Career Thinking Careers presentation. This is linked to National Careers Week where all IT lessons for Yrs 7-8 have a lesson investigating the NCW website. http://nationalcareersweek.com/	# Careers investigation via lesson off timetable to allow Unifrog Careers investigation		#Encounter with employer at careers presentation when introducing careers aspirations			#Pupils will have some opportunities to talk to careers advisors and employers about their careers aspirations
Yr 8		#Option evening (both sites) – discussion of option choices #iUnifrog Careers option careers choices 1 lesson session	#iCareers option careers choices 1 lesson session #STEM careers presentations with (for both boys and girls) prior to options being taken address	#STEM careers presentations with (for both boys and girls) prior to options being taken address stereotypes in employment with employers with				#UnifrogCareers option careers choices 1 lesson session

		<p>#Letter to parents about labour market information on website</p> <p>#Labour market investigation online session (1 lessons)</p> <p>#STEM careers presentations with (for both boys and girls) prior to options being taken address stereotypes in employment</p> <p>www.barnetsouthgate.ac.uk/stem</p> <p>#This is linked to National Careers Week where all IT lessons for Yrs 7-8 have a lesson investigating the NCW website.</p> <p>http://nationalcareersweek.com/ and also the eClips website</p> <p>http://www.eclips-online.co.uk/</p>	<p>stereotypes in employment</p> <p>www.barnetsouthgate.ac.uk/stem</p> <p>#Friday enrichment programme talks from people in employment in business/organisations (addresses stereotypes and access to employers)</p>	<p>ASK</p> <p>www.barnetsouthgate.ac.uk/stem</p>				
Yr 9		<p>#Unifrog Careers Investigation website</p> <p>https://kudos.cascai</p>		<p>#STEM 'careers in subject' day when all subjects have</p>	<p>STEM 'careers in subject' day when all subjects have lesson</p>	<p>STEM 'careers in subject' day when all subjects have</p>		

		d.co.uk/#/ also investigating the eClips website http://www.eclips-online.co.uk/		lesson where STEM careers elements are taught (stereotypes addressed) students understand what careers are linked to the subjects	where STEM careers elements are taught (stereotypes addressed) students understand what careers are linked to the subjects – STEM employers invited.	lesson where STEM careers elements are taught (stereotypes addressed) students understand what careers are linked to the subjects		
Yr 10		#Speakers from the Apprenticeship trust for both sites and will increase the publicity about Apprenticeship pathways	#Apprenticeships and vocational Post-16 Course information on school website (careers area) #Personalised, recorded interview with all Yr 10 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS #Morrisby Testing			#Year 10 boys and girls students undertake a period of work experience placement	#Invitation to Biennial Careers Fair/Convention to meet employers/HE providers #Higher Education Evening (presentation by HE providers, apprenticeships, etc)	#Personalised, recorded interview with all Yr 10 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS #Applying for Work Experience and Designing a CV for employment presentation
Yr 11		#Access to eClips website and Unifrog http://www.eclips-online.co.uk/	#Morrisby Testing reoffered		#Invitation to Biennial Careers Fair/Convention to			#Career Matching Planner session

		#Options evening A Level			meet employers/HE providers #A number of our Yr 12 students take part in the JUMP programme			www.prospects.ac.uk/planner
Yr 12		#UCAS evening – presentation on making applications and talk from university admissions tutors #Information on Google Classroom Yr 11 Careers Page updated notifications and Classroom folders.	#Personalised, recorded interview with all Yr 12 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS #Unifrog ICT programme university investigation run as additional activity www.unifrog.org #Higher Education Evening (presentation by HE providers, apprenticeships, etc) #COA investigation website https://www.coa.co.uk/programmes-and-aptitude-		#Year 12 students undertake a period of work experience placement. #Unifrog ICT programme university investigation run as additional activity www.unifrog.org	#Year 12 students undertake work experience placement.	#UCAS evening – presentation on making applications and talk from university admissions tutors. #Invitation to Biennial Careers Fair/Convention to meet employers/HE providers #Applying for university should have the opportunity to have had at least two visits to universities to meet staff and pupils.	#Personalised, recorded interview with all Yr 12 pupils. Systematic records of the individual advice given to each pupil, and subsequent agreed decisions recorded on MIS

			tests/centigrade Careers programming and Aptitude Tests.					
Yr 13					#Invitation to Biennial Careers Fair/Convention to meet employers/HE providers. #Students offered off-timetable day to attends Careers Live at Olympia in Oct '18 https://olympia.london/whatson/what-career-live-and-what-university-live			
Annual	#Annual audit of careers programme – how it meets stakeholder needs (Compass Benchmarking Tool) #Annual discussion with governors, parents, pupils, employers on the delivery and							

targets of current careers provision and what is required (provision against needs) #Posting of Provider Access Policy #We meet the statutory duty that requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 (12-13 year olds) to aged 25 (with a current Learning Difficulty Assessment in place under								
--	--	--	--	--	--	--	--	--

	section 139a of the Learning and Skills Act 2000).							
--	--	--	--	--	--	--	--	--