

Meeting the Gatsby Benchmarks

Gatsby Benchmark	What we do at STU
1.A stable careers programme	<p>St Ursula's has a structured careers programme which is embedded in the curriculum and is known and understood by students, parents, teachers, governors. It has the backing of the senior leadership team and has an appropriately trained person responsible for it.</p> <ul style="list-style-type: none"> ● A designated careers week with a range of workshops and activities for all students during National Careers Week. ● As part of the PSHE programme, there will be 1 dedicated careers lesson per month per year group which will follow the following themes <ul style="list-style-type: none"> - Year 7: Developing my awareness - My Motivation, strengths and goals, careers exploring using START profile which uses LMI - Year 8: Developing my awareness - My Motivation, strengths and goals, careers exploring using START profile which uses LMI - Year 9: Unlocking my potential - Learning to learn, skills for your career - linking learning skills to employability in preparation to make Option choices. Careers exploring using START profile which uses LMI - Year 10: Raising my game - Further develop employability skills and self-management; research, forward planning and CV writing. - Year 11: Preparing for the future – Independent LMI research and self-reflection How to prepare for your careers guidance interviews and FE interviews ● Careers Leads in School · <ul style="list-style-type: none"> -SLT for careers - M Kerr — Assistant Head Teacher -Careers Leader --- E Cahir ● Whole school · <ul style="list-style-type: none"> -Careers staff attend parents' evenings, including having a careers' stand at the year 11 evening and the year 9 options evening. ● Governor responsible for careers – Angela Kynaston PWC

	<ul style="list-style-type: none"> ● Careers staff attend local CEIAG networking meetings and completing the Careers Leadership Programme with Teach First ● There is a careers section on the school website accessible to students and parents ● Enrichment days throughout the year have a careers focus for each year group ● Access to careers information <ul style="list-style-type: none"> · Guest speakers for Years 8-11. This is worked closely with departments and government guidelines. - A range of these guest speakers come from STEM speakers. · Trips and Workshops for various years provides employers encounters from several industries. This is in partnership with our external partners such as Credit Suisse, Morgan Stanley, PWC, Shell and Teach First. Examples include: <ol style="list-style-type: none"> 1. Stem opportunities The Bright Ideas challenge (Year 8) 2. Credit Suisse’s Modern Muse Programme – Women in industry and STEM careers (Year 9) 3. PWC – Dragon’s Den Day – (Year 9) 4. Bank of England – Speakers4schools sessions (Year 7+8)
<p>2. Learning from career and labour market information</p>	<ul style="list-style-type: none"> ● From Year 7 students can use Start and success at school websites to explore careers and different industries ● In both year 10 and 11 students create and update personal Career Profiles creating their Personal Statements and C.Vs and have access to a range of employers ● LMI is displayed around the school on the careers notice board and on TV screens. ● PSHE lessons and ‘The Big Question’ programme has links to and explores different labour market information. ● Students and parents are provided with information on all GCSE options in the lead up to the year 9 options/pathways evening.

	<ul style="list-style-type: none"> ● Women in Careers day - (Year 11) - provides access to future employers and independent, impartial careers guidance from Industry professionals. ● Talk series - takes place during the summer term; Speakers from a range of careers give talks/assemblies after school - available to all year groups. Students get opportunities to discuss various aspects of LMI that allows access to the diverse pathways and job opportunities within any particular organisation. ● Prospects adviser meeting students regularly - Year 11 careers interview and year 9 Options chat ● Year 10 Jack Petchey speak out challenge ● Careers Library updated with relevant literature
<p>3. Addressing the needs of each pupil</p>	<ul style="list-style-type: none"> ● Prospects adviser meets with students with increasing regularity ● Wide range of career and further education pathways available on START ● Apprenticeships have been shared with all year groups as well as alternative routes to your career through PSHE lessons ● Student to complete an online survey indicating what careers they are interested in pursuing or finding out more about. This information will be used to target students individual needs in regards to trips and speakers coming into school (annually). ● All year 11 students have a supportive 1:1 interview with the designated careers advisor and individually tailored action plans drawn up. ● All year 11 students receive a personalised statement to support their college or further education applications. ● St Ursula's use the Compass Evaluation tool to assess and analyse implementation of the Gatsby Benchmarks for the school as a whole and we are hoping to get the new Compass+ tool to track and monitor pupil exposure to careers information ● Data capture of Post 16 destinations is used to inform students of best institutes to attend. ● Careers support, assemblies/ parents evening in Years 9 to 11 as well options fairs in year 9. ● Students at risk of becoming NEET are identified by the head of year 11 and given more intensive support by the careers lead - we use prospects destinations data every November. ● SEND students are given additional support including an action plan by the borough SEND team and Senco

	<ul style="list-style-type: none"> ● There are a number of in-school programmes, including the More Able programme , for our higher prior attainers (HPA's) which include prestigious university visits to Oxbridge and workshops.
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> ● All students have access to PSHE as part of the school curriculum with a range of lessons linking to careers. ● All staff have mapped where their subject areas are linked to careers and employability skills ● Careers related trips are linked to subject areas with meaningful preparation and follow up in lessons (updated in spreadsheet). ● Careers Talk Series - Subject leads asked to give details of people within their subject areas to be part of our Spring term talk series. ● Trips to Credit Suisse, Morgan Stanley and others for STEM related learning linked to curriculum and future careers. ● Enrichment day curriculum has a careers link embedded into each year group. ● National Careers Week - a week of activities delivered through the PSHE curriculum and embedded into all subjects throughout the week
5. Encounters with employers and employees	<ul style="list-style-type: none"> ● Year 10 students will gain experiences of the workplace such through 'take your daughter to work day'. ● Women in Careers day is held in school for year 11 students every September. Twelve women from a range of careers in industry, the arts and humanities talk to small groups in a speed networking event. ● We are growing our partnerships with employers that our students have access to throughout the year through a variety of assemblies, talks and visits. ● Visits to academic institutions, local universities and colleges as well as Oxbridge Universities to have first hand encounters with employers. ● Trips to employer fairs such as SKILLS, London where students have a chance to talk to a variety of employers and employees (year 11). ● Code club - is delivered by professionals from Morgan Stanley on a weekly basis
6. Experiences of workplaces	<ul style="list-style-type: none"> ● Year 8 students gain experience of work as a 'runner' for the receptionist in school. This works on a rota basis and students learn a range of employability skills. ● Some students seek their own work experience opportunities through family, friends and Saturday jobs/volunteering. ● We are aiming to start a 'Take your daughter to work' day for year 10 students for the summer term 2020.

	<ul style="list-style-type: none"> ● Girls in ICT week ● Various and numerous trips throughout the year to work places e.g. Credit Suisse Day in Finance, students got to visit the trading room floor. ● Enrichment days - careers elements are mapped across all enrichment days.
7. Encounters with further and higher education	<ul style="list-style-type: none"> ● Year 11s follow a full programme of weekly assemblies from local sixth form providers ● Oxbridge visits - upper ability students in year 11 visit Oxford and Cambridge in the Autumn term. ● Access to careers platforms such as UCAS, START profile providing online resources on post -16 options, universities, apprenticeships and school leaver programmes.
8. Personal guidance	<ul style="list-style-type: none"> ● Year 11 students receive 1:1 interviews with our Careers Advisor from Prospects and are given an individual action plan for going forward. ● Year 9 students will receive group sessions with the careers advisor to discuss options and career pathways. ● Students at risk of becoming NEET are identified by the head of year 11 and given more intensive support by the careers lead ● All students complete an annual survey to express their career interests and preferences which will then be used to tailor personalised career events and activities. <p>Personal guidance is also provided through subject teachers, talks and visits and year 9 options evening. Students also have access to recommended online resources and information will be available on the school website for personal use and guidance.</p>