



Gatsby Bench Marks	Activity/Delivery	Development
<p>1. A Stable Careers Programme</p>	<p>KS3 and KS4 = 1 – 2 x careers theme day per year – see CEIAG Curriculum Outline            KS3 and 4 – Planned Tutor Time sessions to address needs of pupils at that time</p> <p><b>Year 10 have a Futures Week</b>  <b>Due to Covid, suspension of this week was necessary in 2020-2021. We will resume with Year 10 in 2021-22</b></p> <p>Talk on Pathways and Apprenticeships by our Careers Adviser, University visits, Tasters of Vocational subjects that do not run in our Sixth Form (our Sixth Form has a link with Westminster Kingsway and Regent High School), a Networking event and a visit to Deloitte for an Employability Day with workshops on CVs and Interview Skills.</p> <p><b>Mentoring</b> for selected students in Year 10 from Volunteers from Deloitte</p> <p><b>SEND programme planned for visits to colleges and application process learning – working also with parents to support this process</b></p> <p><b>Duke of Edinburgh Awards</b></p> <p><b>KS4 Carers interviews with Careers Advisor (priority first given to SEND pupils in 2021)</b></p> <p><b>Visits and workshops:</b> Some visits are arranged by teachers and others through programmes run by The Brokerage City Link (Working in the City), Future First (has arranged Insight Days at The Wellcome) and other organisations, though these mean missing classes. Visits to Oxbridge for selected students. Also visit to Mayfield School for selected students arranged by our HPA Coordinator, Ms Gill. <b>Covid restrictions caused this to be suspended and the team are working to ensure this is back up and running this academic year.</b></p> <p>A written policy and programme of learning is available on the website</p>	<p>Careers post holder has begun Maternity Leave – SLT L Manager (C Bagnall) to coordinate team in absence and to work with HT to recruit temporary post holder to support</p> <p><b>Covid Recovery Curriculum for Current Year 11 and 13 pupils to be implemented with:</b></p> <ul style="list-style-type: none"> <li>• Further careers interviews in Year 11 and 13</li> <li>• Information evening for parents to go through next steps process</li> <li>• Implementation of Tutor Time resources to ensure pupils are well prepared for next steps</li> <li>• Themed day planned around next steps for Year 11</li> </ul> <p><b>VI Form recovery includes:</b></p> <ul style="list-style-type: none"> <li>• Futures week - Students made their first personal statement draft and worked on UCAS applications.</li> <li>• Tutor time (daily) - Tutors book appointments with tutees to read over personal statements.</li> <li>• Fitzrovia Youth in Action - Offer CV workshops to our students.</li> </ul>



		<ul style="list-style-type: none"><li>• Deloitte - Mentoring with professionals for 54 students in Year 12.</li><li>• Deloitte - Assembly on apprenticeships, particularly the <i>Bright Starter</i> apprenticeship, applications open this November.</li><li>• Urban Partners/Springer Nature - Homework club with professionals and with possible apprenticeships/internships with local businesses.</li><li>• Lecture series - Professionals speak about their careers and a topic of choice.</li><li>• Mock interview workshops for Oxbridge and Medicine applicants. (see C.Gill)<ul style="list-style-type: none"><li>• Regular emails to students with work experience opportunities.</li></ul></li></ul>
2.Learning from careers and labour market information	<ul style="list-style-type: none"><li>• Careers Adviser is fully qualified and keeps up to date with Career and LMI</li><li>• Camden Careers Forum ( member of)</li><li>• CLCH – Sector Talks eg Medicine</li></ul>	<b>Covid Recovery</b> CB to work with team to re-establish connections with local



		<p>employers and labour market professionals and reintroduce the learning prior Covid for Themed days</p> <p>C Bagnall to work with HoDs to further implement careers learning (subject specific) and to use Science as a successful benchmark for other departments to learn from to develop own practise.</p> <p><b>Speakers for Schools</b> This is the main platform that we use for work experience (virtual) at the moment. We upload opportunities onto Google Classroom and students apply for anything they are interested in. Teachers should be emailed when a students has started an application &amp; the teacher needs to complete the covering letter and then if they are under 18, call home for parental consent.</p> <p><b>Careers Ready</b> Careers Post Holder had started to work with this organisation and C Bagnall to forge further links to support with mentoring – We have arranged Deloitte for year 12 &amp; 13 but Career Ready would</p>
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		<p>also be useful for year 11 mentoring, assemblies and theme days. VI Form Team and C Bagnall to further forge links with ted Baker to support this</p>
3.Addressing the needs of each pupil	<ul style="list-style-type: none"> <li>• Y11 1:1 - Careers Adviser – CEAIG Post 16 Options</li> <li>• SEND support visits to institutions and support with application process</li> <li>• SEND pupils identified for Careers Interviews first</li> <li>• Y10 – Futures week – Selective activities – HE/Apprenticeships/Employer with targeted activities for SEND pupils</li> <li>• Tailored – Theme days for each Year group with tailored support for SEND pupils</li> <li>• KS5 - Mentoring Scheme – Big Alliance</li> <li>• KS5 – Homework Club – Urban Partners</li> <li>• G Classrooms up and running for all pupils with a SEND focus one to support pupils with next stages.</li> </ul>	<p>To embed CEAIG within the curriculum - this process had begun prior to Covid restriction. <b>We need to address this in Covid Recovery. CB to work with HoDs and Forge links with Skills Builder and Careers Ready to support with this further</b></p>
5.Encounters with Employer/Employees	<ul style="list-style-type: none"> <li>• Cross Rail – Deloitte – Santander, HS2 – Laing O'Rourke, The Brokerage City Link– Fitzrovia Youth in Action - Herbert Smith Freehills, Kier, Mace, Costain Skanska, HSBC, Eurostar, Grant Thornton</li> </ul> <p>Covid restrictions have caused these experiences to either be virtual or suspended</p>	<p><b>Covid Recovery</b> C Bagnall to work with the team to re-establish contacts and re-implement rich learning experiences VI Form Team and C Bagnall to further forge links with ted Baker to support this</p>
6. Experience of workplaces	<ul style="list-style-type: none"> <li>• KS5 – Y12 Work Experience Placement – 1-2 weeks</li> <li>• Yr 13 Volunteering</li> <li>• KS3 Work experience Day working with reception</li> <li>• KS4 work experience week was discontinued as consultation with pupils, parents and visiting teachers found that experiences at KS4 were not as rich and rewarding as at KS5. Employers were reluctant to allow younger pupils to engage with such experiences. We explored the idea of 'Take Your Child to Work Day' but found that the majority of our parents could not offer a rich experience for this either. Team had begun to explore meaningful work experience opportunities</li> </ul>	<p>Y10/Y11 on request - offer can be developed Eg FYA – DofE</p> <p><b>Covid Recovery</b> C Bagnall to work with the team and other Camden schools to look at meaningful work experience with immediate focus on setting up experiences for vulnerable and SEND pupils</p>



	<p>beginning with the vulnerable groups. However, Covid restrictions caused this to be halted.</p> <ul style="list-style-type: none"><li>• Work Experience opportunities (virtual) currently are posted and advertised for pupils to participate in on Google Classroom</li></ul>	
7.Encounter with FE/HE	<ul style="list-style-type: none"><li>• Y10 Futures Weeks – HE Visits eg SOAS – Goldsmith - UCL</li><li>• Y10 FE Visits – WKC</li><li>• VI Form Futures Week</li><li>• Y11 1:1 - Careers Adviser – CEIAG Post 16 Options</li><li>• Girton Scheme – Cambridge Outreach – Master classes</li><li>• Oxford Outreach</li><li>• Interview Prep for Oxbridge</li><li>• HE Summer school Y10-Y12</li><li>• KS5 – Up Reach - mentoring into HE</li><li>• HE Taster courses</li><li>• SEND Visits to HE colleges and support with applications</li></ul>	<p>See Covid Recovery for Rich and Stable Curriculum</p> <p>C Bagnall to set up assembly opportunities under Baker Clause to ensure colleges and training providers access to every student in Years 8 to 13 to inform them about approved technical education qualifications and apprenticeships</p>
8.Personal Guidance	<ul style="list-style-type: none"><li>• Y11 1:1 - Careers Adviser – CEIAG Post 16 Options</li><li>• Y10 1:1 Vulnerable - Careers Adviser - CEIAG Post 16 Options</li><li>• KS5 – Careers Adviser – Bespoke tutorials and 1:1 when requested</li><li>• Parents evening - Careers Adviser CEIAG</li><li>• Parents Next Steps Information Evening</li></ul>	