

Gatsby Benchmarks



The Gatsby Benchmarks are a framework of 8 guidelines that define the best careers provision in schools and colleges. More information in the Gatsby Benchmarks and what they involve can be found here <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

At QEII school, we meet these benchmarks in the following ways:

- **A Stable Careers programme**

As part of our careers programme, students can take part in the following;

KS3: LifeSkills Challenge

KS4: Welcome to the world of work

KS5: Which careers will suit you?

• Learning from career and labour market information

For our students this is all about understanding what jobs exist, where jobs are found and what is needed to take up a given occupation. We use The Arts, topic work and our ASDAN sessions to explore different occupations and the roles and responsibilities attached to them.

We have also started to hold an annual careers fair where potential employers and further education establishments attend to provide our pupils and their parents with information about what is available once they leave us. We invite all our pupils and parents from year 11-14 to provide them with key information.

Pupils in the college take part in a work experience week offering a variety of placements where they learn about a variety of roles whilst being supported by our school staff.

• Addressing the needs of each pupil

Students from Year 7 onwards have access to careers education across the curriculum and are encouraged to discover what is available to them.

Personalised careers advice, support and encouragement is offered to those pupils who are able to take part in work experience regardless of need.

Careers and motivational content are shared with pupils in assemblies throughout the whole school as well as targeted lessons when they are in college.

• Linking curriculum learning to careers

Links to local careers services – working with **Coast to Capital Careers Hub** to explore different career avenues that are available from local and national companies. They provide a SEND Enterprise Coordinator, Joe Smith, who offers support and advice to strengthen our careers programme, increase our networking opportunities and adapt our curriculum to promote understanding and engagement.

Subjects taught in school have specific resources that link their subject to careers.

We continue to find opportunities to link our curriculum to careers throughout each key stage using an established network of community projects and employers who are keen to offer our pupils learning opportunities. We use teaching resources and personalised work experiences to provide a focus on the skills they need to succeed

• Encounters with employers and employees

Introduction to several types of careers and exploring their role and responsibilities

This is taught using subject specific resources from the ASDAN LifeSkills challenges.

'An Interview with...' A collection of short videos and Q&A sessions that can be shared with students to help them discover the different responsibilities attached to distinct roles.

Parents, staff and family members are encouraged to take part in a video interview or visit our students for a Q&A session. Careers represented in these sessions include:

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|-------------------|-----------------------|
| 1. Police Officer | 6. Nurse |
| 2. Fire Brigade | 7. Hairdresser |
| 3. Teacher | 8. Fitness Instructor |
| 4. SSA | 9. Animal Care |
| 5. Librarian | 10. Florist |

• Experiences of workplaces

During KS4 and KS5 pupils are offered a range of internal and external work experience placements to help them understand what might be available to them.

Opportunities	Moving forward (internal)	Extending these that can (external)
Catering Customer service	Catering – in house events <ul style="list-style-type: none"> • Christmas Fayre • Post 16 Event • Prom • Leaver's BBQ 	Hurst Road Community Café 'M8s' SEN Youth Club
Dedicated window cleaning round	Window cleaning at QE2	Window cleaning opportunity at the Forest School
World of work – hairdressing connections with local businesses	Students to support Alison on a Friday pm when she is in.	Work experience at Mayfair hair salon in Horsham
Reception duties	Reception jobs/admin at school	Placement on reception desk at a local hair salon
General Maintenance	Maintenance jobs with Dan	Maintenance jobs with Forest school
Gardening	Gardening with Pat	Butterfly Project– Poly tunnels. New scheme for summer 2023 term.
Childcare	Supporting EYFS and KS1 classes	Little footprints playgroup
Enterprise and retail	Globetrotter's Tuck shop Christmas Fayre	BHF – Volunteer in town Cancer Research – Possible The Body Shop Waitrose – Amber Wallace
Library	Librarian - monitoring	Horsham library volunteering with support

• Encounters with further and higher education

We hold an annual post 19 careers event that provides our pupils and parents information on 'the next step'.

Pupils have the opportunity to attend regular transition and work experience events at possible future placements/employment including Brinsbury Farm and The Butterfly Project. In years 12-14 pupils are given the choice to attend both of the afore mentioned establishments on a weekly basis to give them an insight to some of the options that are available to them at 19+.

There are also opportunities for our college students to visit local educational establishments such as East Surrey College to discover what options they may have once they leave us.

• Personal guidance

Allocated time is given on the timetable and trips are planned to promote employability skills and possible careers for our students.

LifeSkill and ASDAN sessions allow time for pupils to discuss their ideas about employment with a member of staff. When completing some of the modules they have the option to create an individual profile focusing on their future career and are able to explore the steps they need to take to gain experience and knowledge for the given role.

In college pupils complete a programme of Work Experience 'taster sessions' that allows them to spend time attached to a number of roles. Then, with the support of the Careers Lead, they are encouraged to give feedback about their experiences and indicate which sessions they enjoyed most. Feedback is also sought from the staff members they have been supporting before an internal placement is decided. Some will go on to complete an external placement, in the local community, to build upon the skills they have acquired during their internal work placements at school.