Gatsby Benchmark Suggested Action Points – September 2023 Stone Hill School

Introduction and overall progress – latest Compass completion 17/07/2023

Stonehill has made great strides this year, particularly in the area of work experience for your students; you have worked really hard on this and invested heavily in it. Your post- 16 provision has been launched and your Careers week in July was a triumph.

As you are achieving all benchmark at 100%, here are ideas to further elevate and continually improve on this benchmark and strengthen your careers provision:

- Ask your EC to help facilitate peer to peer learning with other schools and colleges who are meeting this benchmark at 100% to share best practice and Ideas.
- Work with your EA to think of new ideas and process's that will help to strategically improve this.
- Implement teacher CPD on careers on staff evenings and/or inset days to ensure careers is a school wide approach and embedded throughout.
- Work more closely with Careers Link Governors.
- Implement FSQ to get a deeper understanding of your student voice and their understanding of careers in your school.
- Build business and ITP networks for your school and get that industry insight on a particular strand you are working on.
- Build on parental engagement strand and strengthen the relationship with parents on careers.

Ensure you are PAL is compliant; see the links below (under benchmark 7) for signposting to resources and the legislation.

Gatsby Benchmark 1: A Stable Careers Programme		100%
Identified Gaps	**Action and resources**	**Comments/Notes**
We have discussed evaluation	**Resources** The CEC have guidance and examples of how to implement monitoring and evaluation Resources to support are available on our Benchmark 1 Toolkit Padlet here	

Identified Gaps	Action	Comments/Notes
	To maintain this benchmark, you do not need to start from scratch in the new academic year. The work you have done on this benchmark is continually evolving. Therefore, if it is in your plan for next year and being followed, this benchmark should not drop. Speak with your EC in to 1:1s to support in planning around this and refer to the ideas in the introduction box of this report.	

Gatsby Benchmark 2: Learning from career and labour market information		100%
Identified Gaps	**Action**	**Comments/Notes**
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Gatsby Benchmark 3: Addressing the needs of each pupil		100%
Identified Gaps	**Action**	**Comments/Notes**
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Gatsby Benchmark 4: Linking curriculum learning to careers		100%
Identified Gaps	**Action**	**Comments/Notes**
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Gatsby Benchmark 5: Encounters with employers and employees		100%
Identified Gaps	**Action**	**Comments/Notes**

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Gatsby Benchmark 6: Experiences of workplaces		**100%**
Identified Gaps	**Action**	**Comments/Notes**
You are fully meeting BM6, but always looking to improve your student's breadth of experience. Here are some ideas you may want to follow up, especially in the light or your new post 16 provision.	CEC Gatsby Benchmark 6 overview and links to resources can be found here **Redefine experiences of the workplace #makeitwork** A guide to changing the way we deliver experiences of the workplace. How to achieve Gatsby Benchmark 6 more meaningfully and deliver positive student outcomes. A really useful resource which covers many aspects of experiencing the workplace, including planning and capturing feedback from your programme. **Enterprise Adviser partnership:** Use your EA to tap into their network (within their own business and wider). If you are currently not matched to an EA, speak to your Enterprise Coordinator and they can support finding you a match. **Suggestions:** Consider developing a project-based approach where employers advertise opportunities and students apply through a mock recruitment process. On-going project throughout the year where students are linked with an employer. Ensure high quality wrap around provision using pre and post reflections, linking to expectations, lessons learnt, promoting self-awareness in the workplace and reflecting on employability skills. Link to this guide for useful documentation. Consider 'Work Shadowing Day' for shorter placements but a more frequent occurrence. If students are on a taster day/placement, do they share with other students about what they have learned?	

	Create a whole school format linking educational visits to careers and learning about the workplace.	
	Create format for creating whole school map of education visits and how these were linked to Careers/project work when students come back into school.	
	Consider live virtual experiences of the workplace to further enhance provision. Speakers for Schools, UniFrog resources etc.	
	Encourage students to take up work experience in own time, for example Easter or Summer holidays, as internships or holiday placements.	
	If budget allows, connect with local work experience providers and outsource the work (particularly on risk assessments).	
	Long Term Planning: When holding careers fairs, mock interviews etc, ensure that details of those attending are collated and saved through Compass Plus to build school's database of employers. Contact these to establish who would take on work experience students.	
	Internal WEX or within other schools. There are some great examples of students being able to have a safe and meaningful experience – there are a number of roles within a school or college	
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Gatsby Benchmark 7: Encounters with further and higher education	100%

Identified Gaps	Action	Comments/Notes

| A reminder about the PAL legislation and the extent of the expectations/ | Complying with the Provider Access Legislation Policy inviting in apprenticeship providers, such as ASK and also employers to showcase their apprenticeship routes in their sectors, regional and national.

The Provider Access Legislation (PAL) introduced in January 2023 replaced the current Baker Clause. This legislation requires schools and colleges to provide more encounters which enable students to understand apprenticeships and technical qualifications. This is mandatory for all students in Year 8 – Year 11 and must be offered to Year 12 – Year 13.

Further information can be found here: CEC Provider Access Legislation

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Gatsby Benchmark 8: Personal guidance		**100%**
Identified Gaps	**Action**	**Comments/Notes**
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Career Leader Commentary (Optional)

The space provided below can be used by Career Leaders to provide some additional context to this Benchmark performance report.

This must be emailed to Sonia.Hardwick@doncaster.gov.uk before 14th September for it to be included in the copy sent to Headteachers/Principals).

Name of Careers Leader: **Sam Ludlam** **Signature: S Ludlam**

- *Progress (successes and challenges)*
- *Areas identified as priorities for the year ahead*
- *Highlight capacity/resource requirements*

Key areas to develop

- Increase work experience provider engagement for year 11 to 13.

- Increase employer engagement across the school.

- Develop further links with vocational providers to expand our capacity to deliver different career options.