

## Implementation using the Gatsby Benchmarks

St Bede's High School implements an effective CEIAG programme ensuring we are compliant with the Gatsby Benchmarks.

### Gatsby Benchmark 1: A stable careers programme

At St Bede's High School, a stable careers programme will involve:

- A clear strategic plan for the CEIAG offer for all pupils from year 7 to 11. This includes experiences during prep time, assembly programmes, trips and enrichment programmes.
- Regular review and annual evaluation of the CEIAG strategy using Compass+.
- Destination information is reviewed regularly to evaluate the success of the programme.
- The school website/Edulink provides information for parents and pupils.
- Our Strategy is agreed and supported by our governing body.

At St Bede's High School, we will aim for the results and impact to be:

- A Solid foundation for the CEIAG programme that supports the pupils needs along with the school ethos.
- Pupils are well prepared to make well informed decisions about their future, lifelong career and development and an understanding of the local LMI and world of work.
- A programme that is stable and uses feedback from stakeholders to allow continuous improvement.
- Fulfilment of the Gatsby Benchmarks.
- A range of pupil destinations.

## Gatsby Benchmark 2: Learning from career and labour market information

At St Bede's High School, this involves:

- Education around the Local Labour Market is supported through employer encounters, outside speakers, taster days and formal assemblies.
- Our school website has links to relevant and up to date information for pupils and parents to access to inform them on the options for post 16 education.
- Encounters with education and training providers and employers support LMI and career knowledge and understanding.

At St Bede's High School, we will aim for the results and impact to be:

- Pupils use the LMI to provide context to their decisions.
- Pupils will develop their knowledge of growth areas and raise aspirations.
- Students make well informed decisions with good understanding of future study and training options.



### Gatsby Benchmark 3: Addressing the needs of each pupils.

At St Bede's High School, this involves:

- Ensuring the CEIAG programme of activity taking place raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- Our pupils with Special Educational Needs (SEN) those classified as potentially NEET (Not in Employment, Education or Training) will have access to additional support.
- We use Compass + to ensure pupils are able to keep track of their own journey.

At St Bede's High School, we will aim for the results and impact to be:

- Raised aspirations of pupils.
- All pupils receive the support they need to make well informed choices about their future.
- Pupils feel more confident in making decisions about their future.
- Closing the gap amongst disadvantaged pupils.



## Gatsby Benchmark 4: Linking Curriculum Learning to careers

### At St Bede's High School:

- Departments offer extra-curricular trips and guest speakers to develop our pupils understanding of how their curriculum links to future careers.
- Our subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their fields and the careers that flow from it.

### At St Bede's High School, we will aim for the results and impact to be:

- Pupils are able to make links between subject learning and the world of work.
- Careers learning is across the curriculum.
- Pupils aspirations are raised as they see the value of education, training and qualifications.
- Pupil engagement increases as they understand the importance of subjects to develop a career pathway.



## Gatsby Benchmark 5: Encounters with Employers and Employees

### At St Bede's High School:

- Our pupils encounter a minimum of one meaningful encounter with employer and employees during their time at St Bede's.
- We Use lessons, assemblies and prep sessions to invite employers into the school to enrich our pupils understanding of the Local Labour market.
- Support and promote apprenticeship options with speakers from colleges and training providers events in year11.

### At St Bede's High School, we will aim for the results and impact to be:

- Pupils understand the range of employment options and career progression and development.
- Pupils have an increased awareness of different workplaces.
- Pupil aspirations are raised through positive experiences with employers.
- Pupils develop confidence through meaningful encounters.
- Pupils aspire to follow apprenticeship routes.



## Gatsby Benchmark 6: Experiences of workplaces

At St Bede's High School:

- Our Careers coordinator plans visits and trips to meet employers and visit different work environments.
- STEM enrichment opportunities.

At St Bede's High School, we will aim for the results and impact to be:

- Increased pupil awareness of the world of work, changes to industry and making informed decisions.
- Raised aspirations of pupils through work placements.
- Reinforcement of the opportunities available to pupils and the importance of making well informed decisions.
- Improved understanding of real-life labour market.



## Gatsby Benchmark 7: Encounters with further and Higher Education

At St Bede's High School this will involve:

- Visits, talks and presentations by a wide range of further education, higher education and training providers.
- Attending careers events such as Blackburn is hiring.
- University talks and visits.
- Application support for Year 11 through school and providers.
- Taster days to local providers.
- Communication with pupils and parents explaining the range of post 16 options.

At St Bede's High School, we will aim for the results and impact to be:

- Increased pupil and parent awareness of the full range of post 16 options and opportunities available.
- Pupils are supported to make well informed decisions.
- Increased staff knowledge and understanding of the range of post 16 options.
- Pupils aspire to continue in education and understand the value of lifelong learning.
- All pupils receive information from a full range of providers including college courses, apprenticeships and T Levels.

## Gatsby Bench Mark 8: Personal Guidance

### At St Bede's High School:

- All our year 11 pupils have the opportunity for individual, impartial careers guidance interviews with qualified careers leaders New Directions. Action plans are written up in agreement with pupils after the appointment and uploaded to Edulink.
- SEND Pupils receive extra support with Liaison with the SENCO.

### At St Bede's High School, we will aim for the results and impact to be:

- All Students receive a high standard of guidance and a detailed action plan in order to support their decision making.
- Pupils can reflect on career experiences through school and use these to link future plans.
- Pupils make well informed decisions based on the supportive measures put in place at school.

