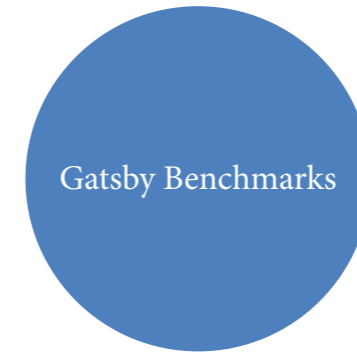


Millthorpe School Careers Programme

As measured
by the
Gatsby Benchmarks



The Gatsby Benchmarks are a nationally recognised measure of how effective a school's careers programme is.

Progress against the benchmarks must be measured each term and submitted to our Enterprise Co-ordinator through the Compass+ platform.

A copy of our current Compass+ report is available but our mark has been included next to each heading.

Note : Some events have not taken place this year due to Covid restrictions but are scheduled to run next year as restrictions are lifted.



1

**Benchmark One – A stable careers programme - 100%
(% of schools nationally meeting this benchmark – 21%)**

We have a dedicated careers page on the website that meets statutory guidance and sets out our programme in relation to each year group, with information about how we measure and assess the impact of our careers programme.

The website also has a separate “careers bulletin” for students, containing resources with information about post-16 open days/ taster days/application deadlines as well as the latest apprenticeship vacancies.

Progress meetings take place regularly with Tim Gillbanks (SLT link)

We have an up to date Provider Access Policy

We have a separate funding account – we have successfully bid for £2000 in the 2020-21 academic year and £4000 in the 2019-20 academic year to offset the cost of Careers.



2

Benchmark Two – Learning from careers and labour market information – 100% (% of schools nationally meeting this benchmark – 45%)

We issue a termly careers newsletter to parents.

We have a weekly slot on the Friday e-mail to parents for careers related items.

We have a careers “bulletin board” on the school website, updated weekly with links for parents and students.

We have lessons on Labour Market Information (LMI) delivered by Job Centre Plus as part of our PSHE provision.

Careers lessons are delivered to all years as part of the PSHE programme (four-six lessons per year group)
LMI information is provided to parents and students through the “Shape your Future” booklet.



3

Benchmark Three – Addressing the needs of each pupil – 100% (% of schools nationally meeting this benchmark – 20%)

We collaborate with the following external agencies:

- Uniconnect (previously FutureHY, previously NCOP) – together we have delivered a Girls in STEM workshop, the Level Up conference, Project Dare, the Small Changes Big Differences workshop, the Body Image in Digital Age collaboration with York St John University (YSJ) and our academic association with “The Brilliant Club”.
- Roots to Success (previously Green Apples) – together we have organised a Y9 visit to York College and Askham Bryan College, the Y10 extended visit to YSJ, and attendance at the Y11 Progression conference. Destination data is collected (currently one year, the aim is for three years) and shared with parents.

We liaise with the SEND department when organising one to one careers guidance in Y10 and Y11. We also liaise with the Pastoral team (for potential NEET students) when organising one to one careers guidance. The input of our external careers advisor, Rachel Howlett, could become more important to students who are at risk of NEET if proposed budget cuts to the Learning and Work Advisors network are carried forward.



4

Benchmark Four – Linking curriculum learning to careers – 100% (% of schools nationally meeting this benchmark – 38%)

We have recruited “Careers champions” in RE, PSHE, Maths and Science. We are currently recruiting (for September 2021) in History, Geography, English and DT. We have purchased and distributed resources to each department linking to careers.

We are currently planning to hold Careers Breakfasts from September where a visiting speaker talks about their job and students have the opportunity to ask questions.

We are currently discussing a marketing/branding project for Y8/9, with our Enterprise Advisor Martin Brooks from Grencore, to link to the English curriculum.

We are hoping to undertake some Careers CPD for staff using our Enterprise Co-ordinator, Emily Porter.



5

Benchmark Five – Encounters with employers and employees – 100% (% of schools nationally meeting this benchmark - 52%)

We collaborate with the following external agency:

- NYBEP – together we organise and run the whole school Careers Fair, Mock Interviews for Y10, Preparation for Employment day for Y10, and the Exploring Pathways day for Y11.

Mock Interviews took place virtually this year. We had excellent feedback from the employers which was fed back to students during an assembly, delivered by NYBEP, on 2nd July 2021.



6

Benchmark Six – Experiences of workplaces – 100% (% of schools nationally meeting this benchmark – 47%)

We collaborate with the following external agency:

- NYBEP – Y10 Work Experience during the last two weeks of term for every Y10 student. This is a really valuable part of our Careers Programme that gives students first-hand experience of a workplace, in addition to any part-time jobs they may have.

Research commissioned by the IAG's Yorkshire Forum indicates that Work Experience is one of the most recognised ways of skills building in young people, and helps to emphasise the skills crossover between school and the workplace.



Benchmark Seven – Encounters with further and higher education – 100% (% of schools nationally meeting this benchmark – 21%)

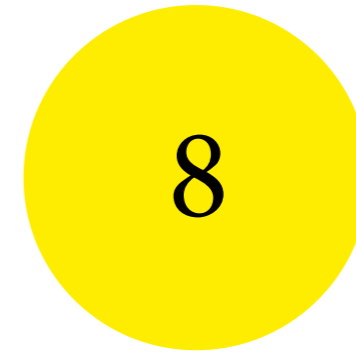
We collaborate with the following external agencies:

- Uniconnect – we organise and deliver “Flood the School” across Y8-10 and interactions with Student Ambassadors in Y9
- NYBEP – we organise and deliver the whole school Careers Fair, the Y11 Exploring Pathways day, and the Y10 Preparation for Employment day
- ISSP – we participate in the Visit to the University of Oxford

We deliver Y11 careers lessons on the relative benefits of Sixth Form vs College and Apprenticeships

We also facilitated a session on apprenticeships delivered by our external careers advisor, Rachel Howlett

We organise a whole day visit to University of York for the whole of Y9

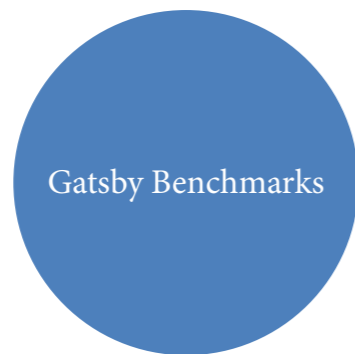


Benchmark Eight – Personal guidance – 100% (% of schools nationally meeting this benchmark – 57%)

We collaborate with the following external agency:

- Aspire-IGEN – we employ an external careers advisor for 24 days each academic year to deliver impartial careers advice. The overwhelming majority of Y11 receive at least one individual or group interview with drop-in sessions offered during the Summer term. Group sessions are also delivered on apprenticeships or specific career areas to Y10 students with a view to moving more of our external careers provision into Y10.

All students have access to two career planning resources, eClips and KUDOS. Careers interviews continued online during lockdown. The emphasis in the summer term has switched to Y10, with group sessions being offered based on their preferences recorded in a questionnaire they completed in PSHE lessons at the end of the Spring term. These sessions will be followed by more focused and bespoke careers interviews in the Autumn term of Y11.



Gatsby Benchmarks

Context for OFSTED

The OFSTED 2019 framework states that Careers education and guidance has a direct impact on two of the four key inspection judgements – Quality of Education and Personal Development. Information, advice and guidance is included in the judgement descriptor for a good or outstanding judgement.

Evidence of impact for Quality of Education

- Learners prepared for the next stage of education, training or employment
- Nationally published information available about destinations to which the school's students progress when they leave the school.

Evidence of impact for Personal Development

- The quality and intent of what the school provides
- Providing an effective careers programme in line with Government statutory guidance that offers unbiased careers advice, experience of work and contact with employers to encourage students to aspire, make good choices and understand what they need to do to succeed.
- Support student's readiness for the next phase of education, training or employment.
- The quality of careers information, advice and how it benefits students will be used as a source of evidence of the quality of Personal Development.

Grade descriptors

School prepares students for future success in education, employment or training.

School uses Gatsby Benchmarks to develop and improve their careers provision and enable a range of providers to speak to students in Y8-11.

Pupils receive unbiased information about potential next steps and high quality careers guidance.

School provides good quality, meaningful opportunities for students to encounter the world of work.

Our local context

From September 2021 Millthorpe will become a member of the York-North Yorkshire Careers Hub. This hub will contain sixty nine schools and is an expansion of the initial pilot hub (of which we were also a member) which contained thirty four schools.

Within the hub Millthorpe was and will remain a “school of lead practice” and will continue to offer guidance and support to other schools within the hub.

