

Gatsby benchmarks at Grove School and Sixth Form

Grove School and Sixth Form follow the robust framework of Gatsby career benchmarks as part of the Future Me programme to ensure that career guidance is world class. Our Future Me programme provides all of our students with experiences and opportunities to develop the skills, qualities and experiences to flourish in a future career after their time at Grove School, ensuring that they are making the most of their talents and create long and fulfilling careers.

We use UniFrog and the Compass+ tool to help us to audit our progress in meeting the Gatsby benchmarks. This is reviewed regularly throughout the academic year. There are eight recognised Gatsby benchmarks that our careers provision aims to meet.

Below is an outline of each Gatsby benchmark and how we provide the appropriate experiences for students to meet these benchmarks, which is reviewed annually:

Benchmark	How Grove School and Sixth Form meet this benchmark
A stable careers programme – Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.	<ul style="list-style-type: none"> • Future Me lessons are embedded within the Discovery Curriculum in specific Discovery Lessons • Teachers embed information around careers within their curriculum area, making specific links to different careers skills and industries. • Statutory roles within school (such as Careers Leader) are in place, with regular monitoring of the Future Me Careers programme taking place • UniFrog and Compass+ are used to track, monitor, evaluate and improve the Future Me programme
Learning from career and labour market information (LMI) - Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	<ul style="list-style-type: none"> • Specific assemblies are delivered around LMI are delivered across the academic year • School website provides links to resources which provides access to LMI (e.g. Careerometer) for all stakeholders • Unifrog supports students in finding out about specific labour markets and the key performance indicators for a range of industries
Addressing the needs of each pupil - Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	<ul style="list-style-type: none"> • Unifrog provides students quizzes for them to link their skills and personalitie to specific job roles • Unifrog also offers students webinars and MOOCHs to complete based around their career choices and aspirations • Students feedback their future career aspirations and qualifications from Year 7, which are added to Unifrog which allows groups of students with specific interests to be provided with specific support on their careers interests
Linking curriculum learning to careers - All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	<ul style="list-style-type: none"> • Annual careers audit takes place to identify where, when and how careers are embedded within the curriculum • Each subject ensure that careers, such as jobs and skills required across different industries are linked to their subject area • STEM events take place across the academic year, across all year group
Encounters with employers and employees - Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	<ul style="list-style-type: none"> • Throughout the academic year, employers and employees speak to students on their experiences of employment and the workplace • Online opportunities are shared with students and parents/carers in order for them to experience interaction with employers and employees • Students in specific year groups will participate in networking events with specific employers and employees
Experiences of workplaces – Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and / or work experience to help their exploration of career opportunities and expand their networks.	<ul style="list-style-type: none"> • Year 10 and 12/13 have a work experience placement which involves them reflecting on their experiences and what they have learnt. • Online work experiences are offered for students to complete in their own time via external organisations
Encounters with further and higher education - All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	<ul style="list-style-type: none"> • Throughout the academic year, opportunities to have a wide range of encounters with further and higher education is provided • Grove School is a part of the 'Higher Horizons' programme, working closely to ensure that students are provided with opportunities to engage with further and higher education, including Harper Adams University, Keele University and Staffordshire university • Online opportunities are also offered with Oxford University for specific year groups around engaging students with Oxbridge universities • Our career fair for all years provide opportunities for students to engage with a range of further and higher education providers
Personal guidance – Every pupil should have opportunities for guidance interviews with a career's adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs	<ul style="list-style-type: none"> • Every student in Years 11 and 13 will have a one to one interviews with a fully qualified Level 6 careers advisor • Students with EHCP's from Year 9 upwards receive their one to one careers interview with a fully qualified Level 6 careers advisor prior to their EHCP reviews • Students who are considered a risk of being not in education, employment or training (NEET) are provided with earlier intervention on their future career choices through individual conversations with key staff within school and potentially a fully qualified careers advisor, if required • Unifrog provides support and guidance for students when they completes quizzes and questionnaires around their future career choices which are bespoke to the responses that they provide.

