

Gatsby Benchmarks at Grove School & Sixth Form

Grove School and Sixth Form follow the robust framework provided by the Gatsby Career Benchmarks as part of the Future Me programme, to ensure that career guidance is world class. Our 'Future Me' programme provides all our students with encounters and opportunities to develop the skills, qualities and experience they need to make reasoned choices for their future careers.

There are 8 recognised benchmarks – below is an outline of each benchmark and how we provide the appropriate experiences for students to meet them:

Gatsby Benchmark	How Grove School and Sixth Form meet this benchmark
<p>1 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.</p>	<ul style="list-style-type: none"> • Bespoke calendar events for each year group https://groveschoolmarketdrayton.co.uk/wp-content/uploads/sites/3/2025/10/Future-Me-Careers-Programme-Overview_Yr-7-13-25-26.pdf • Teachers embed information around careers within their curriculum area, making specific links to different careers skills and industries (supported by Teacher Encounters with Marches Careers Hub https://www.marchescareershubs.co.uk/) • Statutory roles within school (such as Careers Leader) are in place, with regular monitoring of the Future Me Careers programme taking place • UniFrog, Compass+ and Future Skills Questionnaire are used to track, monitor, evaluate and improve the Future Me programme
<p>2 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.</p>	<ul style="list-style-type: none"> • Specific assemblies are delivered around LMI, delivered across the academic year and to all year groups • School website provides links to resources which provides access to LMI (e.g. Careerometer and Marches Careers Hub) for all stakeholders • Unifrog supports students in finding out about specific labour markets and the key performance indicators for a range of industries • Careers Bulletin highlights changes and growth areas of LMI
<p>3 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.</p>	<ul style="list-style-type: none"> • Unifrog provides students quizzes for them to link their skills and personalities to specific job roles • Unifrog offers students webinars to watch, 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 • Careers Bulletin spotlights different study routes / career paths each month
<p>4 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.</p>	<ul style="list-style-type: none"> • Annual careers audit takes place to identify where, when and how careers are embedded within the curriculum • Employer-led lessons within faculties • Teachers embed information around careers within their curriculum area, making specific links to different careers skills and industries (supported by Teacher Encounters with Marches Careers Hub https://www.marchescareershubs.co.uk/)
<p>5 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.</p>	<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
<p>6 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.</p>	<ul style="list-style-type: none"> • Year 10 and 12 have a week-long 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
<p>7 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.</p>	<ul style="list-style-type: none"> • Throughout the academic year, opportunities to have a wide range of encounters with further and higher education are 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 • Assemblies, MAT careers fairs and workshops for all years provide opportunities for students to engage with a range of further and higher education providers
<p>8. 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 (L6 Careers Advisor Training). 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</p>	<ul style="list-style-type: none"> • Every student in Year 11, 12 and 13 will have a one-to-one interview with a fully qualified Level 6 careers advisor • Students with EHCP's from Year 9 upwards receive their one-to-one careers interview 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 where they complete quizzes and questionnaires around their future career choices which are bespoke to the responses that they provide

We use Unifrog and Compass+ tools to help us to audit our progress in meeting the Gatsby Benchmarks. This is reviewed quarterly.