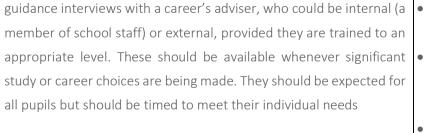
Gatsby benchmarks at Grove School and Sixth Form

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:

annually:	
Benchmark	How Grove School and Sixth Form meet this benchmark
A stable careers programme – Every school and college should have	Future Me lessons are embedded within the Discovery Curriculum in specific Discovery Lessons
an embedded programme of career education and guidance that is	• Teachers embed information around careers within their curriculum area, making specific links to different
known and understood by pupils, parents, teachers and employers.	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	Specific assemblies are delivered around LMI are delivered across the academic year
pupil, and their parents, should have access to good-quality	• School website provides links to resources which provides access to LMI (e.g. Careerometer) for all
information about future study options and labour market	stakeholders
opportunities. They will need the support of an informed adviser to	• Unifrog supports students in finding out about specific labour markets and the key performance indicators for
make best use of available information.	a range of industries
Addressing the needs of each pupil - Pupils have different career	Unifrog provides students quizzes for them to link their skills and personalitie to specific job roles
guidance needs at different stages. Opportunities for advice and	• Unifrog also offers students webinars and MOOCHs to complete based around their career choices and
support need to be tailored to the needs of each pupil. A school's	aspirations
careers programme should embed equality and diversity	• Students feedback their future career aspirations and qualifications from Year 7, which are added to Unifrog
considerations throughout.	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	• Annual careers audit takes place to identify where, when and how careers are embedded within the curriculum
curriculum learning with careers. For example, STEM subject	• Each subject ensure that careers, such as jobs and skills required across different industries are linked to their
teachers should highlight the relevance of STEM subjects for a wide	subject area
range of future career paths.	STEM events take place across the academic year, across all year group
Encounters with employers and employees - Every pupil should have	• Throughout the academic year, employers and employees speak to students on their experiences of
multiple opportunities to learn from employers about work,	employment and the workplace
employment and the skills that are valued in the workplace. This can	• Online opportunities are shared with students and parents/carers in order for them to experience interaction
be through a range of enrichment activities including visiting	with employers and employees
speakers, mentoring and enterprise schemes.	• Students in specific year groups will participate in networking events with specific employers and employees
Experiences of workplaces – Every pupil should have first-hand	• Year 10 and 12/13 have a work experience placement which involves them reflecting on their experiences and
experiences of the workplace through work visits, work shadowing	what they have learnt.
and / or work experience to help their exploration of career	Online work experiences are offered for students to complete in their own time via external organisations
opportunities and expand their networks.	
Encounters with further and higher education - All pupils should	• Throughout the academic year, opportunities to have a wide range of encounters with further and higher
understand the full range of learning opportunities that are available	education is provided
to them. This includes both academic and vocational routes and	• Grove School is a part of the 'Higher Horizons' programme, working closely to ensure that students are
learning in schools, colleges, universities and in the workplace.	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	• Every student in Years 11 and 13 will have a one to one interviews with a fully qualified Level 6 careers advisor
guidance interviews with a career's adviser, who could be internal (a	• Students with EHCP's from Year 9 upwards receive their one to one careers interview with a fully qualified Level
member of school staff) or external, provided they are trained to an	6 careers advisor prior to their EHCP reviews
appropriate level. These should be available whenever significant	• Students who are considered a risk of being not in education, employment or training (NEET) are provided with



- 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.



