

Careers - Benchmark & impact

Benchmark 1: A stable careers programme

Compass + Evaluation 100%

- The plan is sequenced for year groups and where relevant spirals upwards. E.g mock interviews.
- The programme has both strategic and operational elements and is supported by our enterprise advisor (Polypipe) and our Doncaster careers coordinator.
- We have a link governor who provides challenge and support.
- Careers features in each academic year, through lessons, tutor time, electives, drop down days
- Information is shared via the website and Classcharts so that all stakeholders have access.
- There are specific resources and finances for careers.
- All departments have careers display boards for students to understand the relevance of subjects and learning to employment and progression opportunities.

Benchmark 2: Learning from career and LMI

Compass + Evaluation 100%

- Unifrog supports independent research opportunities, offering impartial, unbiased information and personalised learning and giving students the opportunity to explore areas of interest.
- Parents are encouraged to use up-to-date information about the labour market and career paths through the website, newsletters, and social media accounts
- 'Career of the Week' slides are shown in tutor time. The career of the week is linked to the word of the week
- The alumni network is growing. Alumni display boards are displayed in corridors and on the website.
- Careers focused weeks such as National Careers Week are celebrated: Students see a range of employers, education providers encouraging independent and personalised research.

Benchmark 3: Addressing the needs of each student

Compass + Evaluation 100%

- SEND/LAC students are effectively supported through transitions and there are strong links between school and parents. Annual reviews and key workers give opportunities for information to be shared and options to be discussed.
- SEND/vulnerable/low confidence students have been identified in Y11. Selected groups work in Exceed on a programme to reduce NEETS.
- Y11 mock interview - cohorts categorised to ensure that more able students were challenged and SEND, PP and more vulnerable students given relevant support.
- All students can access a L6 qualified adviser who is on-site and able to meet the needs of individuals.

Benchmark 4: Linking curriculum to careers

Compass + Evaluation 100%

- All subjects have display boards linking their subjects to the world of work.
- All departments link their lessons and elective sessions to careers topics, to give reason and relevance to learning.
- STEM (Science, Technology, Engineering and Maths) subjects are promoted through British Science Week, assemblies, STEM club and science-related visits.
- Career of the week discussed each week during tutor.



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Benchmark 5: Encounters with employers and employees Compass + Evaluation 100%

- All students participate in at least one meaningful encounter with an employer during every year of their school career. The current offer includes activities such as employer presentations and interactions, employer assemblies, school visits, Y12 work experience, Careers fairs for Y8, Y10 and Y12. Y10 work experience to launch 2024
- A wide range of businesses and sectors have been represented in careers activities. Student feedback is informing future sector representation.
- Mock Interview Day took place on March 18th, 2022, for all Y10 students and selected Y13 students. Y12 students completed an interview as part of their work experience.
- An Audience with presentations continue termly with a career link to all
- KS3 Electives have clear links to careers and employers where possible.

Benchmark 6: Experiences of the workplace Compass + Evaluation 100%

- The overwhelming majority of students will have experienced a workplace by the end of Y11 with the introduction of work experience in Y10 in 2024/5.
- All Y12 students undergo an arranged block work experience; some students secure additional placements to meet qualification criteria.
- Many subject areas offer industry-related visits as part of their curriculum offer.
- The paperwork for visits/trips is to be amended to include a careers focus, providing the students with a focus on the experiences of those in the workplace that they are visiting.
- The use of Unifrog will eventually allow staff to log workplaces experiences for students encountered within their subject, trips or electives.

Benchmark 7: Encounters with FE and HE Compass + Evaluation 100%

- Further and higher education providers and independent training providers are seen by Y12, Y10 and Y8 at careers fairs
- Further education providers are routinely invited to exhibit in school during careers-focused weeks such as National Careers Week, drop down days and Y10 P4 Careers Friday
- Information about open events is circulated via tutors, notice boards and LPTV.
- ASK, Jobcentre Plus and employers have informed students about apprenticeship opportunities and how to secure these.
- Y12 and some Y10/Y9 students will all be visiting universities and experiencing higher education in the spring and summer terms
- Discover US is embraced for targeted students in Y9-12.

Benchmark 8: Personal Guidance Compass + Evaluation 100%

- Personal guidance interviews are offered at key transition points: Y9 for option choices, Y11 for post-16 options and Y13 for post-18 options.
- An independent Level 6 careers Adviser is employed to interview the students
- SEND students will continue to be supported throughout the school year and after the exam period if necessary. JBO liaises with the SENCo to ensure appropriate transition support is in place.
- All students will be offered and encouraged to attend one-to-one careers guidance interviews by the end of Y11 and again in Y12/13.
- UCAS and Post 18 options are integrated into the tutor programme enabling sixth form tutors to triage and signpost those needing support and guidance to the careers team.

