

## **Benchmark 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, governors and employers.***

- Gosforth Academy has a structured careers programme
- The careers programme is published on the school website
- An appropriately trained and qualified person has responsibility for the coordination of the careers programme
- A senior leadership team link has responsibility for Careers
- The school leadership team regularly evaluate the effectiveness of the school's careers programme (at least every three years)
- As part of this process Gosforth Academy seek systematic feedback on the careers programme from students/parents/teachers and external agencies

You can find our Careers Programme on the school website under Curriculum/Careers and Work Experience

Please leave us feedback via FROG. The Careers Programme Feedback Form can be found on the Careers department site.

## **Benchmark 2: Learning from Career and Labour Market Information**

***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 the best use of available information***

- Gosforth Academy provide access to independent and impartial careers guidance for pupils in Years 9-13
- By the end of year 9, **all** students have accessed and used information about career paths and LMI to inform their own decisions on study options.
- Gosforth Academy keep systematic records of the individual advice given to each student and subsequent agreed actions
- Careers lessons are delivered as part of the PSHCE programme
- Sixth Formers receive information via the weekly Tutorial Programme and in assemblies

Gosforth Academy license an independent LMI programme KUDOS. Students can access this via the Careers department site on FROG/Resources/Careers websites

### **Benchmark 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.***

- Gosforth Academy careers programme actively seeks to raise its students' aspirations
- Gosforth Academy collect and maintain accurate data for each pupil on their education, training or employment destinations on leaving in year 11 and year 13
- Sixth Form receive a weekly progression notice bulletin with opportunities on work experience, careers workshops, UCAS support, subject information sessions and more
- In order to address the needs of each pupil we created a spreadsheet to help monitor the activities provided in and out of school. We identify cohorts of students that may require additional monitoring or support, such as SEN, BME, Pupil Premium etc.
- Progression Questionnaires are distributed in year 12 to aid the Careers Leader with information on student's intentions in order to provide relevant subject and career related activities
- Students can also follow the Careers Leader on Twitter @Cohen\_am

## **Benchmark 4: Linking Curriculum Learning to Careers**

***(All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of careers paths.)***

- All teachers link curriculum learning with Careers; Subject teachers highlight careers education within their subject
- Gosforth Academy have a Careers Leader Twitter feed
- As part of our pledge to get students thinking of how subjects lead to careers, Gosforth Academy have shared information on how staff in Maths and Science reached their current positions. Every department will eventually be featured both on our Twitter feed and on the FROG Careers department site.

**You can follow Gosforth Academy Careers Leader on Twitter @Cohen\_am**

You will find information on work experience, volunteering opportunities, NHS Careers, STEM Subjects, Apprenticeships, college, Police/Fire and Rescue Information and more

## **Benchmark 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.***

- All Year 9 students take part in an employer speed dating event during the March curriculum day
- In November Gosforth Academy hold a Careers Convention open to all students from years 7-13
- All Year 12 students have the opportunity to do one or two weeks' work experience in July
- Year 10 Students have the opportunity to do one weeks' work experience in July
- Occasional lunchtime and after-school talks by employers are also offered to sixth form students. The Post-16 IAG and Progression Manager issues a weekly bulletin of opportunities available to all sixth form students, and facilitates student take-up
- Assembly programmes include a range of visiting speakers from different industry fields
- Different departments arrange off site visits related to their subject

## **Benchmark 6: Experiences of Workplaces**

***Every pupil should have first-hand experience of the workplace through work visits, work shadowing, and/or work experience to help their exploration of career opportunities, and expand their networks.***

- Futurework, base at Gateshead College, carry out health and safety checks to make sure that the placements are appropriate. Students have access at any time to the two staff in school who organise the work experience programme, should they require advice or assistance
- All Year 12 students have the opportunity to do one or two weeks' work experience in July
- Year 10 Students have the opportunity to do one weeks' work experience in July
- Different departments arrange off site visits related to their subject
- Gosforth Academy have links with Eversheds Law Firm and Business in the Community, both of which support work experience opportunities for our students
- 75% of students in year 12 completed work experience in 2019

## **Benchmark 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.***

- An assembly on CEIAG and Year 11 PSHCE lessons in the Autumn term introduce students to all options at 16, including FE and apprenticeships. This is reinforced by the Careers Convention in November where FE and apprenticeship providers are available to talk to as well as employers.
- All Year 11 students receive an assembly in December in which life in the Sixth Form is explained, and are encouraged to attend the Sixth Form Open Evening in January.
- All Sixth Form students are offered more than two opportunities to visit universities. Gosforth Academy run trips to Leeds, York and Sheffield, and also promote regular opportunities to visit universities in the local area. The Year 12 teaching timetable is suspended to allow all Year 12 students to go to the HE Convention at Newcastle Arena. However, participation in the visits to the universities themselves is voluntary, so it is possible that not all students attend at least two.

## **Benchmark 8: Personal Guidance**

***Every pupil should have opportunities for guidance interviews with a careers 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.***

- Every pupil has opportunities for guidance interviews with a professional careers adviser
- Every pupil has had at least one guidance interview with a professional careers adviser by the age of 16
- Sixth Form students have an interview with either a PA (professionally qualified) at a parents evening or the Careers Leader. Approximately 50% have an interview (or series of interviews) with our Post-16 IAG and Progression Manager . All have regular interviews with their specialist post-16 tutor.
- In Year 9 guidance is in the run-up to choosing options, in Year 11 guidance is in the months prior to deciding upon options at 16, and in Sixth Form as part of the UCAS application guidance process. Students can seek follow-up guidance at a later point if they need to.