

Careers Report

Bohunt Careers Matrix (January 2022)

Year	PSHE Content	All years				Events and Careers Opportunities	
7	Personal Development: Identity and Self-Esteem The Wider World: Democracy Finance Human rights	National Careers and Apprenticeship Weeks activities & Drop Down Day	STEM: Careers in stem and related activities	Access to Your Game Plan - free online training platform to build employability skills	Google Classroom links to local and wider career opportunities; including work experiences	Science Week: Assemblies and activities	• Operation Encounter or equivalent (optional) • Enterprise Day or equivalent (Game changer week) • Careers development (Drop Down Day - February)
8	Personal Development: Who am I? Self-confidence and communication. The Wider World: The public sector Equality in the workplace						• Careers Guidance Assembly (pre-options) - by professional careers advisor (live) • Careers Guidance Evening for Parents (pre-options) - by professional careers advisor (virtual) • Careers Fair & Options Evening – with enterprise companies and pathway options (live) • SLT links and contact/support to vulnerable and LA students in making option selections. • Independent Interviews regarding options (at Parent Request) • Careers development (Drop Down Day - February) • Personal Development assemblies
9	The Wider World: Law and Employment Laws						• Careers development (Game Changers Week + Drop Down Day) • Reading University Visit (selected students) • Southampton University Visit (selected students) • Chichester University Visit (selected students) • Duke of Edinburgh Bronze (optional) • Young Magistrates (invite only)
10	The Wider World: Why do you need a job? Employability Skills. Rights and Responsibilities of workers. What type of jobs are there? What routes do we take into employment?						• 1-1 Careers interview/guidance with trained careers adviser started, offered to all; including careers assembly explaining pathway choices • Virtual careers events offered to all year 10s, for example Careers in the Energy day and Careers and Apprenticeship Fair • Careers development (Game Changers Week + Drop Down Day) • Work Experience (selected students) • Big Expedition (optional) • Oxford University Visit (Covid dependent) • Bracknell and Wokingham College Careers Fair (selected students)
11	The Wider World: Employability Skills Maximising Opportunity Career Identity						• 1-1 Careers interview/guidance with trained careers adviser offered to all students offered to all students • Virtual careers events offered to all year 11s, for example Careers in the Energy day and Careers and Apprenticeship Fair • Support and training with CV writing • Mock Interviews • Big Expedition (optional) • Careers development (Drop Down Day)

Key: Red – has not occurred due to COVID; aim to continue when restrictions are lifted

What are the Gatsby Benchmarks and why do we use them:

The Gatsby Benchmarks are a set of 8 targets that schools are assessed against to make sure that all young people in secondary school get a programme of advice and guidance that is stable, structured and delivered by individuals with the right skills and experience.

Benchmark 1: A stable careers programme

Evidence			
Careers Policy written, published and shared on our website aimed at all stakeholders.			
School website provides information and support to students and parents on pathways and subject selections to support career decisions.			
Wellbeing website and tutor google classrooms includes Careers section to keep all stakeholders up-to-date on opportunities and links			
Compass Careers Benchmark Tool evaluation			
Current Score	88%	Next actions required	Seek feedback from employers regarding our website and careers provision. (Impacted by COVID)
Previous Score	100%		
National Score	27%		

Benchmark 2: Learning from career and labour market information

Evidence			
Inclusion of careers activities that are specifically linked to the local job market where possible; including on the Careers DDD.			
Wellbeing website and tutor google classrooms includes Careers section that includes local information when available			
Careers DDD includes LMI activities, exploring companies and opportunities in the local area.			
Compass Careers Benchmark Tool evaluation			
Current Score	100%	Next actions required	Full staff CPD on local careers and labour market information to support their inclusion in lessons/discussion with tutees.
Previous Score	100%		
National Score	52%		

Benchmark 3: Addressing the needs of each pupil

Evidence			
School's game changer ethos continues to focus on rising aspirations – Drop Down Days, Game Changer Week amongst, assemblies and more are planned around this focus.			
Use of google classrooms (tutors) to include careers information, giving them access to their records and careers experiences; as well as careers portal on the website for all (within Wellbeing Hub).			
Records of next destination data is kept and shared with all required stakeholders.			
Compass Careers Benchmark Tool evaluation			
Current Score	100%	Next actions required	Continue to improve the process of collecting and retaining destination data. Measure for impact.
Previous Score	81%		
National Score	25%		

Benchmark 4: Linking curriculum learning to careers

Evidence			
All subject leads have had CPD on the importance of embedding career information into their subjects – including lessons and display boards/resources			
Subject leads include specific careers lessons/resources in national weeks to build profile.			
Compass Careers Benchmark Tool evaluation			
Current Score	100%	Next actions required	Track and monitor for impact and ensure this continues. Build best practice for incorporating careers when teachers present new skills / information. Ensure CPD training is yearly for growth.
Previous Score	100%		
National Score	45%		

Benchmark 5: Encounters with employers and employees

Evidence			
Reduced due to COVID restrictions			
Year 10s and 11s provided opportunities to participate in the National Apprenticeship shows & National School and College Leavers Show – giving them access to a multitude of different employers.			
All year 10s and 11s have experiences with local employers on site and virtually during careers Drop Down Days.			
Compass Careers Benchmark Tool evaluation			
Current Score	100%	Next actions required	Ensure that the links and opportunities we have previously had access to continue in the future; specifically ensuring that each year level 7-11 have at least one encounter per year. To achieve benchmark - every year level must have encounters.
Previous Score	0%		
National Score	58%		

Benchmark 6: Experiences of workplaces

Evidence			
Reduced due to COVID restrictions			
Limited year 10/11 vulnerable student given work experience opportunities provided and funded by the school			
All students in both KS3 and KS4 provided information regarding virtual work experience opportunities that are optional to them, some of which are at a cost. Some students have taken these opportunities to huge successes; including in the field of medicine.			
Compass Careers Benchmark Tool evaluation			
Current Score	25%	Next actions required	Ensure we provide more opportunities for students to have access to workplace experiences.
Previous Score	25%		
National Score	52%		

Benchmark 7: Encounters with further and higher education

Evidence			
Live encounters and visits to sites effected due to COVID restrictions			
All year 11s given opportunities to virtual attend and have meaningful encounters with further education and detailed provided for local sixth forms and colleges open evenings.			
All students provided information and support for applications of next steps, including sixth forms and colleges, higher education routes, apprenticeships and training opportunities.			
Compass Careers Benchmark Tool evaluation			
Current Score	65%	Next actions required	Ensure that the links and opportunities we have with universities, independence training providers and colleges continue again when permitted.
Previous Score	55%		
National Score	30%		

Benchmark 8: Personal Guidance

Evidence			
Outsource of 1-1 careers guidance interviews with a career adviser of appropriate level to INNERVATE.			
Offered to ALL year 11 students 2020-21; Year 10s begin Jan 2022 - including the why and what these can offer			
Year 8s receive external careers advise and GCSE subject selection support as a year group.			
Compass Careers Benchmark Tool evaluation			
Current Score	100%	Next actions required	Ensure that ALL students receive and take up the opportunity for guidance with a careers adviser. Continue to track and analysis impact.
Previous Score	75%		
National Score	61%		

Date:	01/07/2022
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