Gatsby Benchmark 3 – Addressing the needs of each pupil
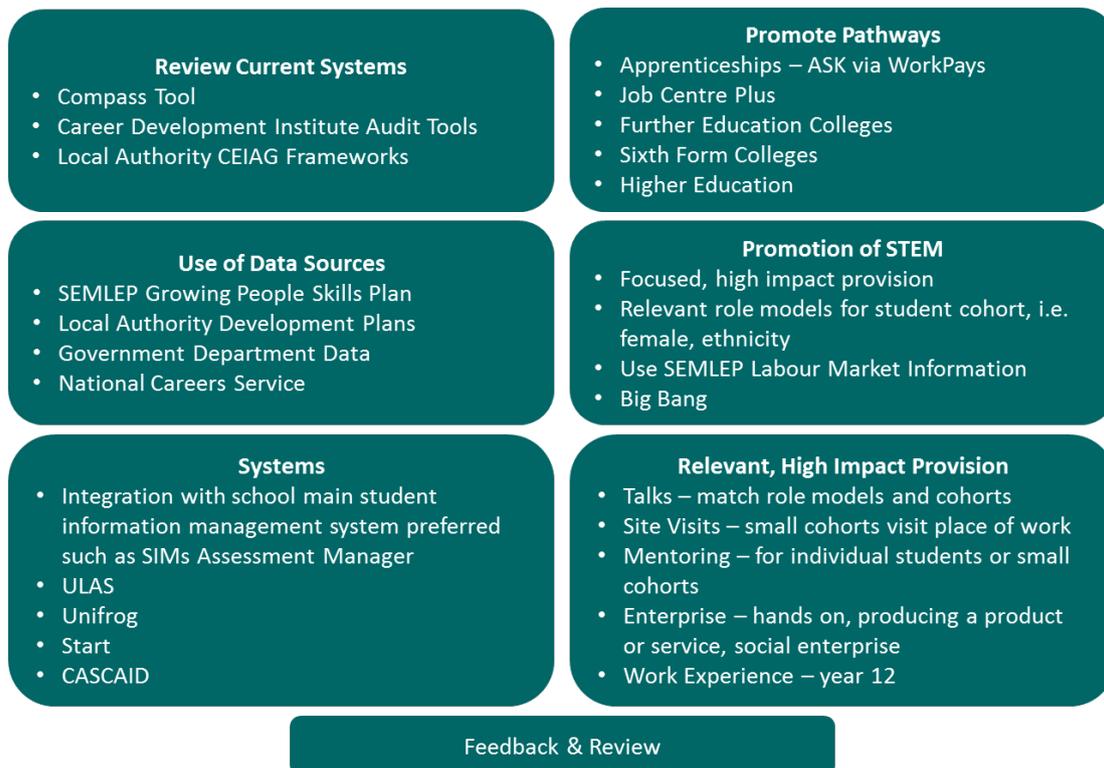
Desired Outcomes

- A school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations.
- Schools should keep systematic records of the individual advice given to each student and subsequent agreed decisions.
- All students should have access to these records to support their career development.
- Schools should collect and maintain accurate data for each student on their education, training or employment destinations for at least three years after they leave school.

In Practice

- The school has a clear strategic overview of a student's career needs, knowledge and skills at each stage of their learner journey, including focus on the decision points
- The information should be set in a framework of learning goals and includes contextual factors, such as parental influence, family backgrounds, the scope of improving social mobility by identifying the student's barriers to overcome and the support they need.
- The school takes regional and national labour market information and destinations patterns into account, understands the pathways at both key stages 4 and 5.
- The school should address the differences in the take up of science, technology, engineering and mathematics (STEM) subjects and higher education progression for ethnicity and gender basis.
- Tailored careers programmes, targeted provision and additional support should be used to benefit students with special education needs and disabilities (SEND), those that are considered vulnerable and at-risk.
- Records should be kept enabling staff to track the quality and impact of the school careers and enterprise programme. Challenge providers to provide impact data for every delivery of provision.
- Staff know what students' CEIAG needs are and where they are in terms of their career planning. This comes from tutors, Careers Advisers, mentors and students.
- Careers staff maintain comprehensive records of individual advice and subsequent decisions, which are then integrated into the school information management systems, such as SIMS, GroFar or other products.
- The school empowers students by encouraging them to access and take ownership of their career development records.
- The school collects and maintains accurate data for each student around their education, training and employment destinations for at least three years after they leave.

SEMLEP suggests – Addressing the needs of each pupil

Review Current Systems
- Compass Tool
- Career Development Institute Audit Tools
- Local Authority CEIAG Frameworks

Promote Pathways
- Apprenticeships – ASK via WorkPays
- Job Centre Plus
- Further Education Colleges
- Sixth Form Colleges
- Higher Education

Use of Data Sources
- SEMLEP Growing People Skills Plan
- Local Authority Development Plans
- Government Department Data
- National Careers Service

Promotion of STEM
- Focused, high impact provision
- Relevant role models for student cohort, i.e. female, ethnicity
- Use SEMLEP Labour Market Information
- Big Bang

Systems
- Integration with school main student information management system preferred such as SIMs Assessment Manager
- ULAS
- Unifrog
- Start
- CASCAID

Relevant, High Impact Provision
- Talks – match role models and cohorts
- Site Visits – small cohorts visit place of work
- Mentoring – for individual students or small cohorts
- Enterprise – hands on, producing a product or service, social enterprise
- Work Experience – year 12

Feedback & Review

Resources – Examples of some the resources available

Review of Current System	
Compass	Compass helps you to evaluate your school or college's careers activity against best practice. The evaluation is based on the Gatsby Benchmarks.
Careers Development Institute Framework	CDI framework for careers, employability and enterprise education
CDI Audit Tools	Resources to help support and strengthen the CDI framework
Local Authority CEIAG Framework	Refer to local authority 14-19 education teams
Data Sources	
SEMLEP Growing People Skills Plan	Skills strategy for South East Midlands highlighting opportunities and trends
SEMLEP LMI	Includes all SEMLEP LMI publications and information
National Careers Service	Information on careers and tools to help with pathways
Industrial Strategy	Government Industrial Strategy for the future
Local Authority Economic Plans	Refer to local authority Economic Development teams

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Systems	
ULAS	Free system that enables staff to effectively support and manage students' careers journeys
unifrog	One-stop-shop where students can explore their next step after school and staff can manage the progression process
Start	Free online careers platform designed to connect 11-18-year olds with their future career potential
CASCAID	Management and tracking suite that will allow staff to monitor and evaluate students' activity and support career guidance
SIMS	Full school's management information system with options for careers management and information
Grofar	A toolkit to support a careers service delivery, connecting staff with students and engage with business and employers
Promotion of Pathways	
Workpays	Part of national ASK programme to drive apprenticeship awareness. Presentations to students, teachers and parents.
Job Centre Plus Beds/Luton/Milton Keynes Northamptonshire	Work with pre-NEET and disengaged students. Flexible workshops, looking at anything from body language to interview skills.
National Apprenticeship Show	A show with employers and providers highlighting pathways and benefits of apprenticeships
Promotion of STEM	
Tomorrow's Engineers	Inspirational site for potential engineers
This is Engineering	Introduction to engineering and how it cuts across sectors
Motorsport Industry Association	Information of pathways and careers in motorsport
Engineering in Motion	Formula 1 in Schools and Land Rover 4x4 in Schools
Engineering Development Trust	Range of programmes including Industrial Cadets work experience
The Smallpeice Trust	STEM Days and Aspire Family STEM Events
Go Construct	Comprehensive construction careers website
Shaping Your World - Kier	Interactive site created by Kier to demonstrate the opportunities in the construction sector
Creative and Cultural Skills	Resource for young people seeking a creative career
Step in to the NHS	Site showing pathways and careers in to the NHS
Taste Success	An introduction to careers in food and drink industry
Big Bang Fair	Inspirational STEM based fairs
STEM Ambassadors	Volunteers who offer their time to demonstrate the value of STEM in life and careers
Women in Science and Engineering	Aims to increase the participation and success of women in STEM
Future First	Recruitment and administration of Alumni

Provision will be listed in the Gatsby 5 and 6 documentation.

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Further Education and Sixth Form Colleges

Barnfield College	http://www.barnfield.ac.uk/
Bedford College	https://www.bedford.ac.uk/
Central Bedfordshire College	http://www.centralbeds.ac.uk/
Milton Keynes College	https://www.mkcollege.ac.uk/
Moulton College	http://www.moulton.ac.uk/
Northampton College	https://www.northamptoncollege.ac.uk/
Tresham College	https://www.tresham.ac.uk/
Luton Sixth Form College	https://www.lutonsfc.ac.uk/
Kimberley College	https://www.kimberleycollege.co.uk/

Universities

University of Bedfordshire	https://www.beds.ac.uk/
University of Buckingham	https://www.buckingham.ac.uk/
University of Northampton	https://www.northampton.ac.uk/
The Open University	http://www.open.ac.uk/#

How can an Enterprise Adviser Network Help?

Your Enterprise Coordinator will support the school to achieve the benchmark.

The Enterprise Adviser can assist/add value through raising student aspirations & addressing gender & ethnicity stereotyping with employer engagement in provision & events.

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