

GATSBY BENCHMARKS

Blessed Trinity RC College

The Blessed Trinity Careers Programme supports the achievement of the eight Gatsby Benchmarks. Please see the BTRCC careers programme which provides further information on how CEIAG is delivered throughout the school year.

Blessed Trinity has successfully achieved all of the eight Gatsby benchmarks and continues to develop work in all of these areas.

GATSBY BENCHMARK1: 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, teachers, governors and employers.

- An embedded programme of career education and guidance that is led by a registered careers leader to meet the benchmarks and target key transition periods (e.g. post 16, KS3 to KS4).
- Age appropriate and timely activities, delivered via PSHE, Careers Events and Lesson time.
- Shared information via the website with links for students, families, teachers and employers.
- Letters, meetings and information is shared with students and parents at key points.
- Regular evaluations via students, parents, teachers, external providers and employers.
- Dedicated Careers section within the library.
- L6 Registered Careers Advisor available in school. Registered Professional CDI status.
- Registered member of the CDI.
- Careers guidance in subject areas.
- Review of destination data to support future developments.
- Achievement of the Bronze Inspiring IAG Award – working towards Silver Award currently.

GATSBY BENCHMARK 2: LEARNING FROM CAREERS 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 best use of available information.

- Shared information via the website with links for students, families, teachers, external providers and employers.
- Directing all to find advice via the links on the websites, e.g. national careers service, start
- Kudos available to all. Introduced in PSHE and pupils encouraged to use independently. LMI included.
- Embedded careers sessions delivered in PSHE that include information regarding local area LMI.
- Careers Fair with exposure to FE and HE providers, apprenticeships and local businesses.
- Options Evening for students and families.
- Information delivered via PSHE and form sessions.

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GATSBY 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.

- Blessed Trinity's strategic vision links directly to the ethos of 'Work Hard, Value All'. It is aimed at meeting the needs of all students.
- Regularly updated student records track and update the regular contact that is delivered via careers meetings, visits, work experience, external speakers, ROA folders etc. This allows for a bespoke programme where needed.
- Post 16 applications and destinations are tracked in Y11, continuously followed up and evaluated to prevent NEET and ensure appropriate and ambitious pathways.
- Access to 1:1 Independent Advice and Guidance appointments for all students with a Registered Careers Advisor based in school.
- Level 6 Careers Adviser employed by the school. Registered member of the CDI and on the CDI Register.
- Presentations from external providers that promote careers and opportunities for all students in all sectors to address gender stereotyping.

GATSBY 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 career paths.

- Careers Guidance in each subject area
- Promotion of Young Engineers Programmes at Burnley College and Nelson & Colne College
- BAE Roadshow for all KS3 students.
- STEAM Inspiration Day for all pupils.
- Joint working with FE and HE to support classroom delivery around certain topics.
- Sessions delivered to Key stage 3 and Key stage 4 by external providers with a focus on stereotyping.

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Blessed Trinity RC College

GATSBY BENCHMARK 5: ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

Every pupil should have multiple opportunities to learning from employers about work, employment and the skills that are valued in the workplace. This can be through a range of activities including visiting speakers, mentoring and enterprise schemes.

- BAE Systems Roadshows for all KS3 students.
- Careers Fair attended by over 25 providers from local businesses, HE providers, colleges, training providers for Key Stage 3 and Key Stage 4 students.
- Careers Options Evening for parents, attended by local FE providers and employers.
- Mock Interviews for Year 11 students, supported by professionals from local businesses, HE providers, colleges & training providers.
- Y10 BFC Enterprise Programme; a 12-week enterprise programme delivered in school and at Turf Moor Football Club
- Princes Trust Mosaic Programme delivered to pupils across all year groups.
- Duke of Edinburgh Scheme
- Y10 taster Days at local colleges to support post 16 choice and opportunities
- Y8, Y9, Y10 and Y11 classroom sessions from local colleges and providers that include; college information, interview techniques and employability skills, personal skills and qualities.
- Visits and lectures from local businesses and entrepreneurs to discuss careers, LMI and progression
- Young Enterprise Company Programme for Year 10 Pupils
- Young Enterprise 'Tenner Plus' Programme for Year 9 Pupils
- IGD Future First Sessions for Year 9 pupils in relation to option choices
- VIY Volunteer It Yourself Programme

GATSBY BENCHMARK 6: EXPERIENCES OF WORKPLACE

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.

- Work Experience programme offered to all Year 10 students. Opportunity to take part in one week off site Work Related Learning with local employers during the Spring Term.
- Future Successes Programme – extended work experience programme offered to 30 pupils in Y10 and Y11.
- Mosaic Project – includes employer visit.
- Employer visits for pupils as part of their Business Studies GCSE qualification.
- Urban Geography Project – pupils visit local businesses as part of their field work for GCSE Geography.
- Employer visits within curriculum time.

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GATSBY 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.

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GATSBY BENCHMARK 8: PERSONAL GUIDANCE

Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal or external, provided that they are trained to an appropriate level. These should be available whenever significant study or career choices are made. They should be expected for all pupils but should be timed to meet their individual need.

- Impartial careers guidance interview opportunities for all students during Key Stage 4.
- Mock Interviews for all Y11 students with providers from various professions.
- Bespoke sessions with FE providers
- PSHE lessons for Key Stage 3 and Key Stage 4 supported by Registered Careers Advisor.
- FE qualified staff support Year 11 application session and provide regular drop-ins.
- Individual sessions are booked in during for any student without an appropriate application in place.
- Full tracking system in place with regards to application, interview and acceptance process.
- BTRCC staff are available to help and guide with applications including interview techniques.