

Appendix A - How we meet the Gatsby Benchmarks at The Heathland School – updated January 2022

Benchmark	Expectation	How are we meeting the benchmarks?
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.	<p>Careers Education lessons for each year group are informed by the Baker Clause and CDI guidance on what careers education students should learn in each year.</p> <p>Our structured PSHE programme and wider curriculum prioritise strengthening the link between the curriculum and the wider world and labour market;</p> <p>English: At KS3 and KS4, pupils practice preparing a CV, letter writing, journalism and presentation skills. They also explore different careers within the media industry.</p> <p>Mathematics: The curriculum focuses on problem solving and real-life application. There is a clear link to future use by giving pupils a better understanding of personal financial management. They are familiarised with concepts such as VAT and exchange rates. At KS3, pupils are tasked with investigating careers available through statistics.</p> <p>Modern Languages: Pupils consider the importance of language for work. Students learn how to talk about future plans and dreams in target language and explain why they would like to do this. They are also encouraged to think about what jobs would not suit them and why.</p> <p>Social Sciences: At KS5, throughout Psychology A-Level, pupils are gradually familiarised a variety of roles in this sector and the importance of psychologists in a range of disciplines including zoology, prison and child welfare.</p> <p>During Sociology A-Level, pupils learn about the roles of religious</p>

leaders. They also look at vocational education routes and discuss the history of women in the workplace.

Computer Science: Students consider the wide variety of jobs and different uses of computers. They explore using software in a work scenario and in Year 9, students learn how to create a website to a client brief.

Business Studies: All A-Level students complete a work-skills unit. Pupils in Year 12 on the BTEC pathway complete work experience.

Technology: D&T: Pupils have the opportunity to speak with real Engineers about their roles and journeys. Students are taught a range of skills using CAD/CAM and careers relating to this field are discussed. Students learn how to budget and work out profit margins.

Food: students are tasked with designing food packaging and asked to think about pricing, target market and materials.

Textiles: pupils are encouraged to consider different careers in the fashion industry.

PSHE & Citizenship: Each Year group has a career SOW

Year 7 – Pupils consider the question; *where am I going?* and complete Enterprise Campaigns

Year 8 – Active Citizenship

Year 9 – Options Choices for GCSE

Year 10 – Mock Interviews / CVs / Applications to college / Apprenticeship Talks

Year 11 – Post 16 Choices and Careers / Personal Statements / Interviews

		<p>Year 12 UCAS / HE Pathways / Personal Statements Year 13 – UCAS Apprenticeships / Finance</p> <p>Years 7-13 use their Unifrog accounts consistently throughout their school journey to explore and develop their own skills, strengths and interests, as well as increasing their knowledge of:</p> <ul style="list-style-type: none"> • A range of sectors and career prospects • Vocational routes • Universities • Apprenticeships • College & Sixth Form • Special opportunities and events • Post 18 prospects
<p>2) Learning from career and labour market information</p>	<p>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.</p>	<p>Y7 & 8: Pupils will complete an Enterprise Activity with BT with the aim to encourage innovative thinking, problem solving and team work</p> <p>Y8: Pupils complete an Enterprise Activity as part of Charity Week</p> <p>Y9: By options time, students have had WOW day to speak to an array of employers and used Unifrog to look at career paths to inform subject choices.</p> <p>Y10: Enterprise Activity as part of charity week</p> <p>All: Unifrog launched for Years 7-13</p> <p>All: Pupils in our Sixthform, as well as Most Able pupils in KS3 are invited to regular career talks from guest speakers in a range of sectors including dentistry, law and business management</p>

		<p>Y12 & 13: Unifrog Lessons during PSHE time focus on labour market information and encourage pupils to consider both academic and vocational routes to their career goals. Pupils are encouraged to use the Intentions tool to create a Plan A and Plan B to outline alternative practical pathways.</p> <p>The school careers officer, Miss Joseph, attends parents, tutor and intervention evenings where appropriate to give one to one advice to parents and pupils on future subject options, local education providers, university applications, apprenticeships (how to make a successful application) and general careers advice.</p> <p>Miss Joseph regularly attends meetings with Hounslow CEIAG group (local schools from Borough) and Spark to discuss new initiatives and information on labour market, information is passed onto pupils.</p> <p>Y13: Monthly Degree Apprenticeship Bulletins can be found by pupils on Teams for those considering alternative routes to University</p> <p>Y12&13: Tutors share the opportunities newsletter with all pupils. Here they can find information about open days, virtual work experience and volunteer opportunities</p>
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.	<p>Y11: The school Careers Officer, Miss Joseph, provides impartial advice to pupils on a one-to-one basis. She primarily focuses on pupils at risk of becoming NEET, a large number of whom are pupil premium.</p> <p>Miss Joseph also meets with and attends all EHCP review meetings for pupils in Y9, 11 & 13.</p>

		<p>Y11: Pupils are contacted three years after leaving and pupil destinations are updated and added to our well—developed alumni list</p> <p>Y10: Targeted trip to Heathrow T5 for SEN students (postponed due to pandemic 2021/2022)</p> <p>Y12, 10, 11: Medic Mentoring funding for students interested in Medicine and Dentistry</p> <p>Y12: Pupil Premium girls are invited to the Connect Mentoring Scheme with mentors from GlaxoSmithKline, Dell Technologies, SouthWestern Railway, and Jacobs Engineering. Sessions focus on Leadership Styles, Goal-setting, Personal Strengths, Time Management, CV Building and Career Planning. The outcomes for the girls are around building confidence and planning for their lives after school.</p> <p>Y13: Mock University admission interviews for Oxford/Cambridge</p> <p>Y11, 12,13: Destination information for Year 11, 12 and 13 is sent to the borough every September.</p> <p>All: The Careers Office has an open door policy during lunchtimes and after school. 1-1 advice and guidance on University choices, apprenticeships, work experience, volunteering and general enquiries.</p>
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 future career paths	<p>Some departments have displays that link the subject with future career paths.</p> <p>Y12: TedTalkx Competition – Employability skills gained such as communication, public speaking.</p>

		<p>All Students: Black History Month – students shown videos/ informed about famous black people and their contribution to that subject</p> <p>Y12 & 13: A-Level and BTEC Business Studies pupils are invited to a talk with BT about career prospects and their renowned degree apprenticeship schemes</p>
<p>5) Encounters with employers and employees</p>	<p>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</p>	<p>Y9: WOW day- Over 65 employers attend the school in February as well as colleges, universities, volunteering companies. Targeted pupils invited on enrichment activities throughout the year to go to workplaces / companies</p> <p>Y11: Targeted pupils in Year 11 are offered work experience through Spark. They are placed in a wide variety of areas based on their interests ranging from engineering and construction to the beauty industry</p> <p>Y11: Targeted pupils in Year 11 enjoy a workshop organised by Spark, where they meet an employer to hear about their career journey and their organisation</p> <p>Y12: Year 12 girls receiving mentoring on the CONNECT programme are coached by colleagues from GlaxoSmithKline, Dell Technologies, SouthWestern Railway, and Jacobs Engineering.</p> <p>Y12: As part of the Giving Time programme, pupils have the opportunity to receive mentoring from employers in the STEM sector after volunteering in the local community</p> <p>Y12: Pupils on BTEC Science and Business courses complete a week of work experience in relevant sectors</p>

		<p>All year groups: As part of National Careers Week in March, Guest Speakers are invited to in for assemblies throughout the year on their careers, for example we have previously welcomed a Metropolitan Police Officer.</p> <p>Y12: Hitachi Capital conducted a Workshop session on Apprenticeships and Careers in Finance. Stand out students were invited to an assessment centre and then had mentoring on employability skills.</p> <p>Y12: Giving Time mentoring program delivered at GSK (Chris Paterson). Launch Assembly in September. Students are mentored 1hr x 6, by professionals for free and are expected to volunteer for 6 hours. This supports their aspirations and understanding of the world of work and development of soft skills.</p>
6) Experiences of workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks	<p>Y11: Targeted pupils complete work experience as part of the Asdan course with Spark!</p> <p>Y12: BTEC pupils complete work experience as part of their course with Spark!</p> <p>Y12: Opportunities week in the summer term, pupils select from the following taster days, volunteering, work shadowing or work placement</p> <p>Y12: BTEC and A level students spend One day with an employer learning about the local labour market and what the company does.</p> <p>Y12 & 13: British Airways and Cisco have annual work experience opportunities for students to apply to.</p>

<p>7) Encounters with further and higher education</p>	<p>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.</p>	<p>Regular assemblies throughout Year 11 and 6th form regarding future options.</p> <p>Y9: WOW day has local colleges and universities in attendance.</p> <p>Y10: Futures trip to a University</p> <p>Y11: Targeted students trip to college annually RUTC or West Thames</p> <p>Y12: Higher Education Day in the summer term is attended by a range of University's across the country</p> <p>Y13: Pupils receive a talk on student finance and student loans</p> <p>Y12: Opportunities week allows pupils to visit open days for universities, pupils can also attend 2 visits during term time. School links with Oxbridge, Durham, LSE, Kings College London, Roehampton, Kingston, Middlesex, Brunel and University West London and Reading. YR 10 Reading university visit for PP</p>
<p>8) Personal Guidance</p>	<p>Every pupil should have opportunities for guidance interviews with a career 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.</p>	<p>Y11: The school Careers Officer, Miss Joseph, provides on-going support for applications to colleges for both academic and vocational choices. Miss Joseph arranges regular meets with Year 11 at risk of being NEET/SEN</p> <p>Y11: Interviews with the leadership team to discuss future plans during the Autumn Term. This highlights individuals who need to be referred for more in-depth interviews with Miss Joseph. Year 11 are then interviewed by a member of the leadership team again during the Spring Term regarding applications.</p> <p>Pupils in Year 12 & 13 are interviewed by the Deputy Head and Head of Year.</p>

		<p>All years: Referrals also made to Miss Joseph during the academic year from 6th form, HOY's, inclusion and SEN department.</p> <p>Y13: Pupils are able to schedule meetings with Miss Joseph to discuss course choices and vocational routes and review UCAS personal statements</p>
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