

Statutory Guidance from the Department of Education

The Department of Education produce [statutory guidance for schools](#) to use to develop the careers provisions for their students.

The careers strategy sets out that every school and academy should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision. There are eight benchmarks in total and schools are expected to be meeting the criteria in all the benchmarks. In 2019 we were awarded the Quality in Careers Standard, the national quality award for CEIAG (Careers Education, Information, Advice and Guidance) in schools.

The table below sets out the eight Gatsby Benchmarks with a summary of how we meet them at Holy Family.

Benchmark	
<p>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 students, parents, teachers, governors and employers.</p>	<p>Our whole school careers programme is written down and published on the school website. Details can be found in our Careers Programme Statement on the Careers page on the school website.</p> <p>Our Careers Policy can be found on our Policies page of the school website.</p> <p>This policy has explicit backing of the Senior Leadership Team and our named Careers Leader is Mr D Devlin.</p> <p>Our programme is evaluated yearly and we welcome feedback from students, parents, staff and employers.</p>
<p>2. Learning from career and labour market information Every student, 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>All students are encouraged to access to online careers information where they can access and use information about career paths and the labour market.</p> <p>Students have dedicated time throughout the year where they can have access to information about the labour market.</p> <p>Parents are encouraged to access and use the information to help support their children to make informed decisions regarding future careers.</p>
<p>3. Addressing the needs of each student Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>All staff actively seek to challenge stereotypical thinking and raise aspirations of students.</p> <p>A systematic record of the individual advice given to students during their career consultations by an independent careers adviser is available by request.</p> <p>The Careers Leader oversees the collection and maintains accurate destination data of all Year 11 students.</p> <p>Additional careers advice is given to key groups (SEND, Pupil Premium, Most Able) by our independent careers adviser and/or post-16 providers.</p> <p>Parents are offered opportunities to speak with our independent careers adviser during Parent Consultation evenings.</p> <p>Identified groups of pupils work with the Diana Award mentoring programme.</p>

<p>4. Linking curriculum learning to careers</p> <p>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>	<p>All subject areas identify how knowledge and skills developed in the lessons is useful to students for particular careers.</p> <p>STEM subjects place particular focus on career paths and have 'STEM' lessons/workshops. Career days (once a term) are used to have a school wide focus on career paths in particular subject areas.</p>
<p>5. Encounters with employers and employees</p> <p>Every student 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>Every year group has at least one meaningful encounter with an employer or employees. In Years 7 and 8 this is done through guest speakers or visits to workplaces organised by individual departments.</p> <p>In Year 9 students participate in a speed networking session with a range of local and national employers.</p> <p>Students in Year 10 have access to visit local STEM employers, such as Drax Power Station, through their STEM subjects.</p> <p>In Year 11 students have access to a range of visiting speakers from post 16 education providers, apprenticeship providers and employers.</p>
<p>6. Experiences of workplaces</p> <p>Every student 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>	<p>All departments are encouraged to give students the opportunity to experience different workplaces. Where possible subject areas provide at least one workplace visit or have a visiting speaker for students during their time at Holy Family.</p> <p>Due to our remote location we recognise that some of these experiences need to be virtual rather than in person.</p>
<p>7. Encounters with further and higher education</p> <p>All students 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>All Year 11 students have a visiting speaker from a local higher education provider to provide information about higher education.</p> <p>All Year 11 students have a visiting speaker from a range of local colleges to provide information about further and higher education.</p> <p>All Year 11 students have a visiting speaker from the National Apprenticeship Service.</p> <p>All Year 10 students have the opportunity to visit several local post-16 providers for taster sessions.</p> <p>All Year 10 students have the opportunity to meet with staff/students from Higher Education either through visiting a local University or through workshops held in school.</p> <p>We are developing additional workshops for students in Years 7-9 working with local providers of further and higher education.</p>
<p>8. Personal guidance</p> <p>Every student 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>Every student has at least two career consultations with our independent careers adviser, once in Year 8 and once in Year 11.</p> <p>Additional yearly consultations are made for students in key groups (SEND and Pupil Premium).</p>

Baker Clause

We always act impartially and do not show any bias towards any route, be that academic or technical. We promote the full range of technical options and ensure all students have access to information and aware of the benefits of apprenticeships, T Levels and other approved technical education qualifications. We welcome any providers that wish to share information with our students.

All students will have a minimum of two interactions with technical or vocational providers/employees/employers in each Key Stage.

How the impact of our careers programme is measured

We will know our careers provision is effective by having large numbers of pupils progressing to appropriate Further and Higher education and/or enrolling on apprenticeship or traineeship programmes. We aim to close the gap in positive destinations between pupils from disadvantaged backgrounds and others.

To do this we use data from North Yorkshire Local Authority to access how successfully our pupils have transitioned into the next stage of their education.

We will ultimately know that our careers provision is effective by having zero pupils classed as NEETs (Not in Education, Employment or Training) once they leave school after Year 11.

We also seek feedback from pupils, parents, post-16 providers and employers regarding our careers programme and welcome comments on how effective it is and how it could be improved.

Date of Review: September 2024

Further information: Please feel free to contact our Careers Leader Mr D Devlin using the email address ddevlin@holyfamily.bkcat.uk or by phone on 01405 860276