

Meeting the Gatsby Benchmarks

Gatsby Benchmarks	What we do at TCS
<p>1.A stable careers programme</p>	<p>The Cumberland School has a stable, structured careers programme which is embedded into the curriculum and it is known and understood by students, parents, teachers, support staff and governors. It has the backing of the senior leadership team and has an appropriately trained person responsible for it.</p> <ul style="list-style-type: none"> ● A comprehensive careers calendar is published at the start of each academic year. ● A careers tracker to ensure that all students are provided with a wide range of careers experiences. ● A designated careers week with a range of workshops and activities for all students. ● Careers Leads in School <ul style="list-style-type: none"> · SLT for careers – Nazim Ahmed (Assistant Headteacher) · Careers Lead – Rick Green · Careers and Aspirations Manager – Maruf Deen ● Whole school <ul style="list-style-type: none"> · Careers staff attend parents’ evenings, including having a careers’ stand at the year 11 evening and offer a parents’ coffee morning linked to careers · Careers staff attend local CEIAG networking meetings · There is a careers section on the school website accessible to students and parents ● A careers programme which meets the needs of ALL students. ● A stable and structured careers programme has been developed with an approach for each of the year groups. This is as follows: <ul style="list-style-type: none"> ○ Year 7: Introduction to ideas about careers ○ Year 8: Exploration of various careers linked with subject options ○ Year 9: Careers pathways linked with subject options. ○ Year 10: The world of work ○ Year 11: Post 16 choices and provision ● The school has completed the Compass evaluation and is using it to drive improvement. ● Parents are aware of careers information through the school’s information evenings, parents evening and coffee mornings. ● Information evening for all years. ● Careers team hold a stand during parents evening for parents to ask questions ● Coffee mornings for parents to gain advice, up to date progress of their child and any questions they may have

	<ul style="list-style-type: none"> ● Year 11 information evening that provides career information of Post 16 provision. ● Parents and students have the opportunity to gain further advice from the careers adviser and career lead. ● Access to careers information <ul style="list-style-type: none"> · The Big Questions programme which takes place during mentoring and assemblies for all years is in conjunction with the programme for each year. · Guest speakers for Years 8-11. This is worked closely with departments and government guidelines. A range of these guest speakers come from STEM speakers. · Trips and Workshops for various years provides employers encounters from several industries. This is in partnership with our external partners such as 15 Billion EBP and Teach First. Examples include: <ol style="list-style-type: none"> 1. Stem opportunities The Bright Ideas challenge (Year 7&8) 2. London City Airport (Year 9), Lendlease Challenge (Year 9), Agent3 Media and Advertising workshop (Year 9&10) · External partnerships that provide opportunities which include the Tenner Challenge · Assemblies – Year 8-11. At various points throughout the year that links subjects to opportunities of different career pathways. In parallel with the thematic approach for the year. ● A development plan for the careers programme <ul style="list-style-type: none"> · This sets out plan for each of the individual year groups and aims to fulfil guidance set by the careers statutory guidance and the Baker Clause January 2018.
<p>2. Learning from career and labour market information</p>	<ul style="list-style-type: none"> ● All students have access to an annual careers fair held at our school with a wide range of career and labour market information. ● PSHE lessons and ‘The Big Question’ programme has links to and explores different labour market information. ● Students and parents are provided with information on all GCSE options in the lead up to the year 8 options/pathways evening. ● Students have more awareness of opportunities available in the Labour market in years 7-11. ● From Year 7 students can use Start and success at school websites to explore careers and different industries ● In both Year 10 and 11 students create and update personal Career Profiles on My Kinda Future creating their Personal Statements and C.Vs and have access to a range of employers. ● Boss Day (Future Focus Day) (Year 10) - provides access to future employers and independent, impartial careers guidance from industry professionals. Students have an experience of a Mock Interview.

	<ul style="list-style-type: none"> ● Guest speakers are invited to speak to students (All years). On careers visits students get opportunities to discuss various aspects of LMI that allows access to the diverse pathways and job opportunities within any particular organisation. ● Use of the school website that gives students links to various careers websites and platforms that provide up-to-date career and labour market information. ● Year 10 Jack Petchey speak out challenge ● Tenner Plus young enterprise challenge ● Weekly mentoring and assembly for key stage 4 with careers elements ● Online Careers Pilot and U-Explore labour market tools available on school website ● Online employability support tools on school website
<p>3. Addressing the needs of each pupil</p>	<ul style="list-style-type: none"> ● All students complete an annual survey to express their career interests and preferences. ● All year 11 students have a supportive 1:1 interview with the designated careers adviser. ● All year 11 students receive a personalised statement to support their college or further education applications. ● TCS uses the Compass Evaluation tool to assess and analyse the implementation of the Gatsby Benchmarks for the school as a whole. ● Data capture of Post 16 destinations is used to inform students of best institutes to attend. ● Careers support, assemblies/ parents evening in Years 9 to 11 as well options fairs in year 8. ● Drop-in sessions during lunch and break, students have access to our Careers and Aspirations Manager. ● Use of some programme providers- such as Start, Mykindafuture, and success at school to provide opportunities for students which meet the needs of our student body. ● Partnership with Careers and Enterprise Company since November 2018. ● Year 10 work experience is addressed to student needs. ● Students at risk of becoming NEET are identified by the head of year 11 and given more intensive support by the careers lead ● SEND students are given additional support including an action plan by the borough SEND team and Senco ● There are a number of in-school programmes, including the Scholarship Programme, for more able students which include prestigious university visits, workshops and a mentoring programme ● All year groups have a weekly group mentoring session

	<ul style="list-style-type: none"> ● Whole year group careers assemblies
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> ● All students have access to PSHE as part of the school curriculum with a range of lessons linking to careers. ● All students have access to 'The Big Question' programme, a weekly topic shared in assemblies and mentoring sessions with links to careers. ● Guest speakers from STEM related subjects promote the value of STEM careers. ● Trips hosted London City Airport, RAF to engage girls in particular with STEM work related, and curriculum, learning. ● Guest Speakers from non-STEM subjects- such as History, Sports, Drama and English ensure students are aware of how subjects link to future career options. ● A variety of careers related visits and visitors within curriculum areas for example the Tenner Challenge
5. Encounters with employers and employees	<ul style="list-style-type: none"> ● All year 10 students complete a full week of work experience based on their preferences and interests. 15 Billion EBP are the organisation we use for Work Experience. This ensures that students have at least one meaningful experience with an employer. ● All students have access to an annual careers fair held at school with a wide range of local employees invited in. ● Visits to academic institutions e.g. universities and colleges also provide first-hand experience of encounters with employers and employees. (Years 8-11) ● Employers deliver a variety of assemblies, visits and workshops to all year groups ● Visits out to BAML event, inspiring young women and others
6. Experiences of workplaces	<ul style="list-style-type: none"> ● Through our partnership with 15 Billion EBP, all students in year 10 have first-hand experience of a work placement that allow them to explore a career opportunity. ● Some students seek further opportunities by working during the Easter or summer holidays (years 10-11). ● Students are well prepared for their experiences of the world of work through assemblies, BOSS day and students also attend an interview with the employers. ● Additional workshops and visits within curriculum areas
7. Encounters with further and higher education	<ul style="list-style-type: none"> ● All students have access to an annual careers fair held at school with a wide range of links with further and higher education. ● Selected students involved in the 'Prestigious Colleges' process

	<p>have the opportunity to visit at least 2 selected further education establishments.</p> <ul style="list-style-type: none"> ● Access to career platforms such as UCAS, Career box, provides online resources covering post-16 applications, universities, apprenticeships and school leaver programmes ● Visits to various university and work placements allow students further meaningful encounters. ● Post 16 providers deliver year 11 assemblies
<p>8. Personal guidance</p>	<ul style="list-style-type: none"> ● All year 11 students have a supportive 1:1 interview with the designated careers advisor. ● All year 10 students take part in 'Future Focus Day' (previously BOSS day) that specifically focuses on the development of key skills and qualities. ● All year 10 students have the opportunity to apply for the 'Prestigious Colleges' programme with the selected students receiving 1:1 mentoring for their prestigious college applications. ● We have an alumni database where we invite ex students in to discuss and run workshops with our current students. ● All students complete an annual survey to express their career interests and preferences which is then used to personalised career events and activities. <p>Personal guidance to students is also provided through:</p> <ul style="list-style-type: none"> · Subject teachers · Visits and workshops · Year 9 & 8 options fair · Potential NEET and SEND students have additional support where necessary · Break and lunch time drop-ins are offered daily, open to all students · Students have access to recommended online careers resources and the school website provides students the opportunity and knowledge of post-16 applications, universities, apprenticeships and school leaver programmes.