

The Eight Gatsby Benchmarks Framework in relation to Kingsmead School

Benchmarks	Kingsmead School
<p>A stable careers programme Every school and college should have an embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers and employers.</p>	<p>Kingsmead have a careers development plan and a careers related programme, which breaks down into a termly programme. This ranges from encouraging students to explore potential careers to engaging students to seek labour market information with the support of staff. To have meaningful encounters with careers opportunities which includes KS3 students.</p>
<p>Learning from career 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 qualified adviser to make best use of available information.</p>	<p>Kingsmead has access to career pathways and progression routes into the local market. Applications and interviews having taken place throughout the year with the year 11 students, Students have access to employment sectors, employers, jobs and salaries with clear understanding of job demands and the world of work.</p>
<p>Addressing the needs of each pupil Pupils have different career guidance needs at different stages. Opportunities for advice and support needs to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>Kingsmead work with students from KS3 up to KS4 which includes SEN, hospital medical students, students on a personalised programmes and 1:1 students. The careers related programme challenges stereotypical thinking and raising aspirations. Students at Kingsmead, have an IAG review with a qualified careers adviser. An IAG review looks at the student's needs, helps the student make informed, realistic decisions.</p>

<p>Linking curriculum learning to careers All teachers should link curriculum learning with careers, For example, STEM subject’s teachers should highlight the relevance of STEM subjects for a wide range of future careers paths.</p>	<p>The demand for students with STEM qualifications is becoming well known. Linking curriculum learning to careers is relevant to the work of all teachers. Kingsmead have excellent links with Toyota, Bombardier and Rolls Royce. Year 11 students have the opportunity to attend open days, workshops with the opportunity in applying to these organisations for an apprenticeship.</p>
<p>Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the work place. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<p>The Kingsmead School have excellent links with STEM industries and volunteering organisations. As a school, we actively promote the local careers event within Derby, hold a Get a worker day at Kingsmead bases and use our alumni to promote further events and activities</p>
<p>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 careers opportunities and expand their networks.</p>	<p>Kingsmead are working closely with organisations to bridge this gap. Organisations are supporting our year 11 students with virtual work experiences. The careers team are working with the school enterprise worker to promote this.</p>
<p>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.</p>	<p>Students at the Kingsmead School, have the opportunity to attend local colleges to further their knowledge about academic and vocational routes. The careers team implement and organise a mentoring programme with Derby College over a course of 8 weeks for students who have the potential to attend. DEBP (Derbyshire Education Business Partnership) continue to support Kingsmead students this year, with</p>

	<p>employability mentoring. Offering students with SEN to build up confidence and strengthen transition to further education.</p>
<p>Personal guidance Every pupil should have opportunities for guidance interviews with a careers 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. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>The Kingsmead School has a fully qualified Careers adviser (level 6) and a Post 16 Mentor. This is to ensure that all KS4 students have the opportunity to discuss their career aspirations and receive the best possible support and guidance.</p> <p>Careers guidance discussions are based around the following:</p> <ul style="list-style-type: none"> Listening to students ideas, skills, experiences and life goals Support student to identify and explore options Challenging pre-existing assumptions Understanding the labour market Building students motivation and confidence Signposting students to other agencies that can offer further support. <p>Each meeting will be saved on to the school data records and can be shared with the student at any time.</p> <p>From this, strategies and interventions will be taken to ensure the student receive the support they require.</p> <p>Furthermore, the careers team track and monitor all students' progression.</p>