

Woodlands Academy – Gatsby Benchmarks

What are the Gatsby Benchmarks?

The Gatsby Benchmarks are a framework of 8 guidelines that outline and define effective and excellent career guidance, which the Department for Education (DfE) expect all schools and colleges to have met by the end of 2020.

The Gatsby Benchmarks

The eight benchmarks are:

1 A STABLE CAREERS PROGRAMME	2 LEARNING FROM CAREER AND LABOUR MARKET INFORMATION	3 ADDRESSING THE NEEDS OF EACH PUPIL	4 LINKING CURRICULUM LEARNING TO CAREERS
5 ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES	6 EXPERIENCES OF WORKPLACES	7 ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION	8 PERSONAL GUIDANCE

How does Woodlands Academy address the Gatsby Benchmarks?

Gatsby Benchmark 1 – A stable careers programme.

Woodlands Academy has a robust and stable careers programme; through our Learning for Life curriculum and 1:1 guidance session delivered by experienced and qualified careers advisers. Our careers programme is reviewed and critiqued annually

to ensure it remains relevant and robust. The curriculum is charted against the Career Development Institutes Careers Framework which presents learning outcomes across seventeen key areas linked to employability, careers and enterprise learning.

The Academy delivers its careers education through varying channels up to and including:

- Enterprise days – Land Based Studies packed and sold kindling, pupils in Food Technology lessons advertised and prepared food for staff and pupils and generated income which was reinvested in to the curriculum and charities.
- Whole school assemblies.
- Individual and personal careers guidance meetings with an accredited CIAG advisor.
- Tutor activities.
- Employer encounters.
- Curriculum – reference to world of work, labour markets and SMSC (identified clearly in lessons, on planning and referenced in lessons).
- Group careers sessions.

Gatsby Benchmark 2: Learning from career and labour market information

Through our Woodlands Academy Learning for Life curriculum and our careers education programme, students and parents/carers learn to access and understand information about the local and national labour market. This includes:

- Up to date information displayed and shared around school and the wider curriculum including the academy website.
- Careers education delivered via our Learning for Life curriculum.
- Experience events with employers and educational establishments; taster days with construction industries, visitors from professions and industry and work experience.
- Post-16 providers are invited to parents and options evenings.

Gatsby Benchmark 3: Addressing the needs of each pupil

The KS4 careers lead with the support of a designated member of the Senior Leadership Team track and monitors the careers offer at Woodlands Academy. This ensures that our curriculum remains relevant and informative, guaranteeing the broadest opportunities for our pupils.

Information, advice and guidance is tailored to each year group and key stage, taking in to account diversity and equality which is promoted across the whole school and through our Learning for Life curriculum.

The Academy collects and maintains accurate data for each student around their education, training and employment destinations for at least three years after they leave. This information is shared with current students to support ongoing review and evaluation of the current careers programme.

Gatsby Benchmark 4, 5, 6 and 7: Linking curriculum learning to careers/Encounters with employers and employees/Experiences of workplaces/Encounters with Further and Higher Education

As a specialist provision for pupils SEMH needs, providing education and support for vulnerable pupils, Woodlands Academy has forged strong relationships with local colleges, employers, local businesses and charity organisations.

- Improving literacy by developing communication and analytical skills.
- Enhancing and developing pupil confidence.
- Promoting positive and informed attitudes to learning.
- Raising aspirations and increasing motivation by helping young people to identify educational and occupational goals.
- Developing the skills for effective learning – reviewing achievements, setting targets, planning and taking action.
- Reducing the number of NEET's

Gatsby Benchmark 8: Personal Guidance

Woodlands Academy continues to show its commitment to ensuring all pupils, at key transition points; year 8/9 options and year 11 Post-16 guidance provided personal 1:1 guidance.

In addition to this, annual reviews as part of the EHCP process are conducted timely and early in to Year 11 as possible to ensure all avenues of Post-16 learning are explored and choices are informed, ensuring pupils are given as much opportunity for preparation for working life as possible.

Pupils are able to request a personal 1:1 guidance session at any point via the dedicated careers lead – this advisor is experienced and qualified to provide and IAG.

Statutory Requirements

Section 42A of the Education Act 1997 requires the governing body at Woodlands Academy to ensure that all registered students are provided with independent careers guidance from Year 8 to Year 13. This guidance must be presented in an impartial manner, include information on a range of education or training options and promote the best interests of the students to whom it is given.

The Technical and Further Education Act 2017 (42B Education Act 1997) requires the Academy to ensure that there is an opportunity for a range of education and training providers to access all pupils in Year 8 to Year 13 for the purpose of informing them about approved technical education qualifications or apprenticeships (see Provider Access Policy).

