

Gatsby Benchmark 1: A stable careers programme

Objectives : an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

- **Stable structured programme with SLT backing and appropriately trained staff responsible for it**
- **Programme published on careers website**
- **Programme should be regularly evaluated with feedback from students, parents, teachers and employers in the evaluation process.**

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Write a careers plan	Published on school website and signed off by SLT and governors		Oct/ 2021			
Strategy outline to SLT & LGB	Understanding and buy-in for SLT- Presentation		Oct 2021			
Update careers section of the website to reflect the current careers strategy	Webpage completed		Oct2021	Support from NOVA web content manager		
Update COMPASS evaluation tool to establish	COMPASS completed		JUL2021		Upgraded to COMPASS+	



current provision for careers education					Further CPD, links with UNIFROG	
Enterprise co-ordinator. RSM to meet Lauren Oldfield	Improved networking with local business and industry in the community. Support for careers programme and 'what's next project' Increased engagement with employers		Sept 2021	Futures for Business	Support and improved guidance Review of Careers action plan	
Staff training- inform staff of the Gatsby 8 benchmarks and how they can embed and deliver them in the curriculum- CPD slot GENZ strategy clearly communicated for 3 GENZ weeks with different GBM focus Student, staff feedback	Staff to have an informed understanding of Bench marks. Planned activities in MTP (GBM 4) and links to UNIFROG Termly GENZ IST set for students in each subject Microsoft forms survey after each GENZ week		Nov 2021 GENZ1- 29 th NOV 21 GENZ2- 25 th April 22	Lauren Oldfield DANCOP		



			GENZ3- 4 th July 22			
Careers lead to meet Governor to inform and share the Careers Education plan	LGB informed of action plan		Autumn 2021 LGB meeting	Book meeting with K Gannon		
Update COMPASS + after completion and agreement of Careers action plan	COMPASS+ evaluation tool updated		Oct 2021			

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Gatsby Benchmark 2: Learning from Career and Labour Market Information

Objectives : 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.

- By age 14 students should have accessed and used information about career paths and the labour market to inform decisions and study options
- Parents should be encouraged to access and use information about labour markets and future study options to support children.

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
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<p>Utilise careers resources available to schools and publicise to students & staff</p>	<p>NUSA using resources available through Local Enterprise Partnership, & the Enterprise Adviser Network</p>		<p>NOV 2021</p>	<p>School 'careers' website link</p> <p>Parents evenings</p>		
<p>Engagement with parents regarding the careers landscape</p> <p>Update Virtual Careers website:</p> <p>Careersometer</p> <p>Skillsometer</p> <p>GENZ parent/ carer booklet issued to parents and available on the website</p>	<p>Ensure events and parents' evenings explain and promote the full range of opportunities in an impartial way, including emerging technical levels</p>	<p>AHoY / HoY</p>	<p>April 2022</p>	<p>Promotional material for parents' evening displays</p>		
<p>Launch Generation Z initiative</p>	<p>All depts to plan subject specific ISTs and visit/trip to promote careers in subject areas.</p> <p>GENZ weeks: Careers based learning in all subject areas</p>	<p>SLT/ HODS/</p>	<p>NOV 2021</p>			



	<p>PSHE & Enterprise to incorporate careers focused learning tasks</p> <p>All subjects to include in MTP careers focused lesson and IST per half term</p>					
<p>Careers education pathway in place for NUSA students. Description of main learning activities that will take place in all year groups</p>	<p>Students, parents and staff to have a clear understanding of the Careers programme at NUSA. (GENZ booklet)</p>		<p>NOV 2021</p>			
<p>Setup Year 10, 12 & 13 work experience on Safety Measure website</p>	<p>Year 10 students, parents and tutors to be able to access the Safety measures website to access data base on available work experience placements</p> <p>Assembly for year 10 students</p>		<p>DEC 2021</p>	<p>Safety measure service level agreement</p>		



Administration support to be in place ready for work experience process- safety measures	Well organized and timely completion of work experience placements for year 10 students		NOV 2021			
P16 rebrand and curriculum plan/ vision delivered to SLT	P16 students and parents to be informed of changes to the subjects offered. BTEC level 3 courses in: Sport, Health & Social, Business Enterprise,		SEPT 2021			

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Gatsby Benchmark 3: Addressing the needs of each pupil

Objectives : Every pupil, and their parents, should have access to personalised guidance to ensure they know all the career paths and helpful information open to them.

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 career programme should embed equality and diversity considerations throughout.

- Careers programme should actively seek to challenge stereotypical thinking and raise aspirations
- Schools should keep systematic records of individual advice given and subsequent agreed actions. Students should have access to these records to



- Schools should collect and maintain accurate data for each student on their education for at least three years after they leave school.

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Use the Compass Evaluation Tool to assess how well existing provision meets the needs of all students.	Evaluating the Compass progress periodically		July 2021	Online tool	Initial assessment conducted	
Develop Career interviews DANCOP and record on UNIFROG, links to COMPASS+	All students interviewed to be tracked and decisions/ impartial advice recorded		JAN 2022			
Explore destinations figures	Identify any deficits in take up of pathways, subjects or courses that could be addressed by better tailoring of the careers programme.		March 2022	Futures NUSA database		
NUSA Alumni	Information on student destinations to draw together a list of alumni who can support your careers and		March 2022	Dan Miller		



	enterprise programme.					
Improve signage around the school building- information on possible destinations for students after GCSE's. Academic and vocational options	Displays within reception and P16 informing students		March 2022	Dan Miller		
Targeted support for vulnerable and disadvantaged students	Personal educational health care plans help inform career plans		DEC 2021			

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Gatsby Benchmark 4: Linking Curriculum learning to careers

Objectives : Careers and enterprise education should be part of and included in a pupil's standard lessons, linking curriculum to real-world career paths.



All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career paths.

- STEM subject teachers highlight the relevance of STEM subjects for a wide range of future career paths
- By 14, every student has the opportunity to learn how different STEM subjects help people to gain entry to a wide range of careers
- All subject teachers emphasis importance of succeeding in English and maths

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Utilise teachers industry knowledge	Engagement of teachers who have moved into teaching. Showcase their previous experience available to students, to build a positive culture of applied learning Assembly GENZ1&2		April 2022			

<p>Apply academic material within a careers context (Generation Z)</p> <p>Utilise UNIFROG, staff confident in use of site for resourcing lessons</p>	<p>Curriculum hotspots identified by scanning subject specifications and spotting opportunities to develop careers-related content in all MTP</p>		<p>April 2022</p>			
<p>Generation Z day, IST-Branded lessons</p>	<p>Students informed of Careers focused lessons and learning. Careers focused lessons whole school throughout the year. 3 days?</p>		<p>Sept 2021</p>	<p>Dan Miller to develop branded logo for each subject area.</p> <p>Website information.</p>		
<p>CEIAG lessons delivered through the PSHE programme</p>	<p>Students' understanding of the careers, training and experience of meeting</p>		<p>SEPT 2021</p>			
<p>STEM week!</p>	<p>Students to have the opportunity to learn how different STEM subjects help people gain entry to a more effective</p>		<p>NOV 2021</p>			



	and wide range of careers					
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Gatsby Benchmark 5: Encounters with Employers and Employees

Objectives : Every student should have multiple opportunities to learn from employers about work, employment and then skills that are valued in the workplace.

- Students should participate in at least one meaningful encounter with an employer every year between years 7-13
- Work with LEP to align with strategico economic plan of the region.

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Research the current landscape with Enterprise Coordinator	A completed audit of the existing range of employer contacts.		DEC 2021	Work experience database		
Build the scale of employer contacts	Tutors and teachers networking to pool all contacts on a single register		Feb 2022	Safety Measures		
Year 11- Careers day	Students to experience a day where they are interviewed by outside employers and have guidance on interview techniques and CV		NOV 2021	Outside employers Dancop Think forward- D Snow		



	writing and letter of application			Enterprise Coordinator		
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Gatsby Benchmark 6: Experiences of Workplaces



Objectives : 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.

- **By 16 have at least one experience of a workplace**
- **By 18, one further experience**

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Refine the Year 10 work experience programme	Preparation of students goes beyond just spelling out the essential practical arrangements to cover potential learning opportunities.		Dec 2021	Safety Measures (Gail Duncan)		
Ensure support is in place for students taking part in work experience	Allocated staff support for students during placements – students want a trusted and familiar adult who they can talk to about their experience		JUL 2022			
P16 Work experience placements to be planned for June/ July year 12/13	All students to have second work experience placement		DEC 2021	Safety Measures		



Gatsby Benchmark 7: Encounters with Further and Higher Education

Objectives : All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.

- By 16 every pupil should have had a meaningful encounter with a provider of the full range of learning opportunities.
- By 18, all students considering applying for university should have at least two visits to universities to meet staff and students

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Utilise existing support networks in place. DANCOP plan for the year	See how the DANCOP supports NUSA to promote higher education to students from disadvantaged backgrounds		NOV2021	DANCOP		
Provide impartial advice & support- Unifrog	Proactively avoid making judgements/referencing the prestige and status of different pathways and providers in case you unwittingly influence students inappropriately	Tutor teams				



Unifrog training for all staff	All staff to have a clear understanding of resources available- subject specific		3 session throughout the year 2021-2022	Unifrog to deliver training for staff		
Bilborough College, Nottingham University and Derby University visits for Yr11 and P16 students	Students to experience further and higher education		Dec 2021	DANCOP		



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Gatsby Benchmark 8: Personal Guidance

Objectives : Every student should have opportunities for guidance interviews with a Careers Advisor (trained to an appropriate level). These should be available whenever significant study or career choices are being made.

- By 16 every students should have at least one such interview.
- By 18 an opportunity for a further meeting.

Activity/Task	What will success look like?	Personnel	Timescale	Resources	Progress and Evidence of impact	Status
Raising aspirations	Challenge pre-existing assumptions about what students are capable of	All teaching staff PSMs Support staff	Career interviews throughout the year	Achievement / Aspiration interviews for all students throughout the year.		
Help students establish a clear careers vision	Demystifying learning and labour market systems and helping	PSHE programme	SEP 2021			

	students understand progression pathways				
Enhancing student resilience	<p>Building students' persistence, motivation and confidence and helping them to see how they could</p> <p>overcome any barriers preventing them from moving forwards</p>		SEP 2021		