

Bosworth Academy

How to reach the Gatsby benchmarks

In 2013 the Gatsby Foundation published a very important report called Good Careers Guidance and this report forms the basis of the 2018 Government Careers Strategy for schools.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf

The Gatsby report was based on extensive international research . It recommended a number of benchmarks schools should meet to match their students' needs and prepare them adequately for the world of work.

Bosworth Academy places a great importance on Careers education and work related learning. We know how vital it is to make sure all of our young people access meaningful encounters with employers and rewarding experiences in the work place. Our students need to have access to impartial and independent information and advice, have the skills to make important decisions as well as being flexible and adaptable throughout their education and beyond. Their Careers journey starts with us but will continue during their working life.

Since 2015, Bosworth has held the Careers Mark award which is in great part based on the Gatsby benchmarks and which has recognised the quality of our Careers education provision across all stages. Bosworth is not complacent though and we seek to improve our practice for the benefits of all of our students.

Bosworth has numerous links with local organisations and businesses eg LEBC and is part of the the Careers & Enterprise Company's Enterprise Adviser Network. Through this programme Bosworth has created a strong link to the local employer Marriott and is working on a number of exiting initiatives together.

Below is an outline of how we intend to meet all Gatsby criteria.

A stable Careers Programme	There is an established Careers programme delivered via tutors and PSHE as well as cross curricular. The programme is informed by our Careers / PSHE policy (reviewed every 2 years) We conduct a Careers audit every 2 years across all subjects and KS We will consult more with students to implement any changes via students forum or student voice survey
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<p>Learning from career and labour market information</p>	<p>This is now part of our SOL at KS4 and we also have the local LLEP information on LMI on our careers zone website.</p> <p>Parents were emailed a link to the booklet alongside a message explaining how to use it and we intend to distribute hard copies on parents' evening.</p> <p>In preparation for the careers fair, tutors also teach this topic using resources provided by LLEP .</p> <p>The local and national labour market information also has a dedicated section in our in house careers zone website</p> <p>More needs to be done to teach younger students about LMI</p>
<p>Addressing the needs of each pupil</p>	<p>All SEN and PP students are prioritised by the Careers adviser and interviewed at least twice in Years 10 and 11.</p> <p>Post 16 destination data tracks the destination of above students</p> <p>Better liaison needs to take place with Learning Support Department to target students more effectively.</p> <p>Hipe programme encourages high expectations and for example, students who want to access Oxbridge are well supported.</p>
<p>Linking curriculum learning to careers</p>	<p>Through the 4th Way approach and our ACHIEVERS values, subjects are encouraged to think about skills essential for the world of work .</p> <p>Subjects organise trips to various places of employment and we have alumni visits which are subject specific.</p> <p>Subjects are encouraged to organise activities for Careers week</p> <p>Careers audit is conducted every two years</p> <p>More work needs to be done on cross curricular careers education and better monitoring of cross curricular careers input needs to be implemented. Some subjects do lots and others very little.</p>
<p>Encounters with employers and employees</p>	<p>Bosworth organises an annual Careers fair spanning a great variety of sectors.</p> <p>We also organise a mock interview day for our Year 11 with support from LEBC</p> <p>There are trips organised too by various subjects.</p> <p>We want to open up the mock interview day to Year 12 next year.</p>

	<p>We will also have support of our Careers Enterprise ambassador in order to develop further links</p> <p>A new link with Neovia logistics near the Academy is being developed</p>
Experiences of workplaces	<p>Unfortunately due to funding cuts, Bosworth is not in a position to offer every student in KS4 and 5 work experience any longer.</p> <p>However, we will work with LEBC next year to offer placements for students wishing to complete work experience . We will support students and parents who would find it difficult to access work experience placements for financial reasons.</p> <p>Various visits are organised by subjects eg Triumph and we could explore digital platforms too</p>
Encounters with further and higher education	<p>Students have contact with further and higher education via university visits or talks with students some starting in Year 10.</p> <p>We need to increase such talks especially at KS3.</p>
Personal guidance	<p>The Academy buys into the services of a qualified Careers adviser who works across KS4 and 5. This is supplemented by the Careers lead and year heads.</p> <p>The Academy also has a Careers zone website supporting the interview process and with easily accessible information for students</p> <p>The Academy publicises the National Careers Website to both students and parents.</p> <p>The plan is to train more people in the Academy who could conduct one to one interviews especially at KS3</p> <p>We will also put a system in place where teachers can access records of students' interviews (via SIMS)</p>