



Implementation using the Gatsby Benchmarks

Pleckgate High School implements an effective CEIAG programme ensuring we are compliant with the Gatsby Benchmarks. <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Gatsby Benchmark 1: A Stable Careers Programme

At Pleckgate High School, this involves:

- A clear strategic plan for the CEIAG offer for all pupils from year 7 to 11. This includes experiences during tutor time, assembly programmes, extracurricular trips and enrichment programmes.
- Additional support for vulnerable pupils which link to the school improvement plan.
- Regular review and annual evaluation of the CEIAG strategy using Compass+.
- Destination information is regularly reviewed to evaluate the success of the programme.
- The school website provides information for pupils.
- Parents, employers and the community. Our strategy is agreed and supported by our governing body.

At Pleckgate High School, the outcomes and impact are:

- A solid foundation for the Pleckgate CEIAG programme that supports the pupils needs, along with the school ethos and priorities identified in the school improvement plan.
- Pupils are well prepared to make well informed decisions
- about their future, lifelong career learning and development and an improved understanding of the local LMI and world of work.
- A programme that is stable and uses feedback from stakeholders to allow continuous improvement.
- Fulfilment of the Gatsby Benchmarks.
- A range of pupil destinations.



Gatsby Benchmark 2: Learning from Career and Labour Market Information

At Pleckgate High School, this involves:

- Education around the Local Labour Market (LLM) is supported through the use of online learning applications such as Unifrog as well as outside speakers, taster days and formal assembly time. This information will then be
- further supported during regular tutor time sessions.
- Our school website has links to relevant and up to date information for pupils and parents to access to inform them on the options for post 16 education and employment in the local area.
- Encounters with education and training providers and employers support LMI and career knowledge and understanding.

At Pleckgate High School, the outcomes and impact are:

- Pupils use LMI to provide context to their decisions.
- Pupils will develop their knowledge of growth areas and raise aspirations.
- Pupils make well informed decisions with good understanding of future study and training options.



Gatsby Benchmark 3: Addressing the needs of each pupil.

At Pleckgate High School, this involves:

- Ensure that the CEIAG programme of activity taking place raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- Our pupils with Special Educational Needs (SEN), those classified as 'at risk' and/or potentially NEET (Not in Employment, Education or Training) will have access to
 - additional support
 - CEIAG, Pastoral and Senior leadership teams are at parents' evenings and option evenings so that parents have the opportunity to discuss CEIAG and post 16 pathways.
 - Communication with stakeholders to tailor the CEIAG curriculum to pupils.
 - We report, track and monitor compliance in relation to the Careers Strategy objectives.
 - We use tracking systems to ensure pupils are able to keep track of their own journey.

At Pleckgate High School, the outcomes and impact are:

- Raised aspirations of pupils.
- All pupils receive the support they need to make well informed choices about their future.
- Pupils feel more confident in making decisions about their future.
- Destinations are appropriate for pupils and aspirational.
- Closing the gap amongst disadvantaged pupils.



Gatsby Benchmark 4: Linking Curriculum Learning to Careers

At Pleckgate High School, this involves:

- Heads of Department build in opportunities for pupils to learn how their specialist areas lead into future career opportunities.
- Departments offer extra-curricular trips and guest speakers to develop our pupils' understanding of how their curriculum links to future careers.
- Completion of an annual audit of the CEIAG offer within the curriculum.
- Our subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even
- in lessons which are not specifically occupation led.
- Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.
- Regular use of google classroom to support curriculum learning.

At Pleckgate High School, the outcomes and impact are:

- Pupils are able to make links between subject learning and the world of work.
- Careers learning is across the curriculum.
- Pupil aspirations are raised as they see the value of education, training and qualifications.
- Pupil engagement increases as they understand the importance of subjects to develop a career pathway.
- Teachers understand how careers learning can motivate and engage pupils.



Gatsby Benchmark 5: Encounters with Employers and Employees

At Pleckgate High School, this involves:

- Our pupils encounter a minimum of one meaningful encounter with employers and employees during their education at Pleckgate High School.
- We use tutor sessions, lessons and assembly programmes to invite employers into the school to enrich our pupils' understanding of the Local Labour Market.
- Our CEIAG coordinator, Heads of Departments and Heads of Year invite employers into school to educate and enthuse pupils about vocations in their field.
- Support and promotion of apprenticeship routes.
- Speakers at our college and provider event in year 11.

At Pleckgate High School, the outcomes and impact are:

- Pupils understand the range of employment options and career progression and development.
- Pupils have an increased awareness of different workplaces.
- Increased awareness of local LMI.
- Pupil aspirations are raised through positive experiences with employers.
- Pupils develop confidence through meaningful encounters.
- Pupils have aspirations to follow apprenticeship routes.



Gatsby Benchmark 6: Experiences of Workplaces

At Pleckgate High School, this involves:

- Our CEIAG coordinator, Heads of Departments and Heads of Year plan extracurricular trips to allow our pupils to meet employers and visit different work environments.
- Our CEIAG coordinator also plans internal visits for our pupils.
- STEM enrichment opportunities.

At Pleckgate High School, the outcomes and impact are:

- Increased pupil awareness of the world of work, changes to industry and making informed decisions.
- Raised aspirations of pupils through experience of visits.
- Reinforcement of the opportunities available to pupils and the importance of making well informed decisions.
- Improved understanding of real life labour market information, particularly in challenging stereotypes.



Gatsby Benchmark 7: Encounters with Further and Higher Education

At Pleckgate High School, this involves:

- Visits, talks and presentations by a wide range of further education, higher education and training providers.
- Attendance at careers fairs such as Blackburn is Hiring event with a range of providers.
- University talks and visits.
- Application support for year 11 through school and providers.
- Visits to local providers and taster day opportunities.
- Communication with pupils and parents explaining the range of post 16 options and encouraging visits to those providers.

At Pleckgate High School, the outcomes and impact are:

- Increased pupil and parent awareness of the full range of post 16 options and Opportunities available.
- Pupils are supported to make well informed decisions.
- Increased staff knowledge and Understanding of the
- range of post 16 options.
- Pupils access a range of destinations.
- Pupils aspire to continue in education and understand the value of lifelong learning.
- All pupils receive information from a full range of providers, including College courses, apprenticeships and T levels.



Gatsby Benchmark 8: Personal Guidance

At Pleckgate High School, this involves:

- Our Tutors and Heads of Year are available to guide our pupils using Unifrog and the information on our website during tutor time.
- Our CEIAG coordinator is available to offer information and guidance to parents and pupils on request.
- All of our pupils have the opportunity in KS4 for individual, impartial careers guidance interviews with qualified careers leaders 'New Directions'. Action Plans are drawn up in agreement with pupils after the appointment.
- SEND pupils receive extra support when necessary with liaison with the SENDCO. Action Plans can be shared in the review.
- Careers library in school for pupil access.
- Lots of resources on the school website for pupils to access further guidance.

At Pleckgate High School, the outcomes and impact are:

- All pupils receive a high standard of guidance and a detailed action plan in order to support their decision making.
- The needs of all pupils are met.
- Pupils can reflect on career experiences through school and link these experiences to future plans.
- Pupils make well informed decisions based on the supportive measures put in place at school.