



Our Lady Queen of Peace Catholic High School – Careers Education



The Gatsby Benchmarks	What this looks like at OLQP	Impact	Next developments
1. A Stable Careers Programme Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, teachers, governors and employers.	SLT and governors support a 5 year programme to meet the benchmarks and target key transition periods (e.g. post 16, KS3 to KS4). Identified Careers Lead provides clear aims and objectives. Age appropriate and timely activities. Careers Education embedded in the 'Curriculum for Life' programme delivered to all years. Shared information via the website with links for students, families, teachers and employers. Letters, meetings and information are shared with students and parents at key points. Compass careers benchmark audits provision termly.	A Gatsby guided programme: <ul style="list-style-type: none">• to support students and parents to make informed choices.*to improve knowledge of the labour market and local/national trends.• to raise aspirations.*to develop employability skills• to increase the commitment to learning, motivation and self-confidence of students• to improve the retention of young people in learning after the age of compulsory schooling.	Compass careers benchmark tool to audit and fill gaps in provision. Track and intervene with individual students within year groups.
2. 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	Shared information via the website with links for students, families, teachers and employers. Directing all stakeholders to find advice via the links on the websites, e.g. Lancashire LEP, National Careers Service, Start,	Sustained improvements in destination data Students are able to make informed decisions during key transitions (post 16, KS3 to KS4).	Ensure website information is high-profile, user-friendly and fit for purpose. Share LMI with staff



Our Lady Queen of Peace Catholic High School – Careers Education



opportunities. They will need the support of an informed adviser to make best use of available information.	careerpilot which updates using LMI. This includes CEIAG in-house taught sessions as part of Curriculum for life sessions. CEIAG sessions promote a focus on employability skills.	Students focus on all their skills and attributes beyond academic achievement.	
3. Addressing The Needs Of Each Pupil 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 careers programme should embed equality and diversity considerations throughout.	Curriculum for Life challenges all stereotypes, in particular gender and sexuality. At KS4 student audits indicate individual support needs. Bespoke packages of support can then be provided in a timely manner. Disadvantaged students are provided with extra careers support. We promote all staff as positive role models. Post 16 applications and destinations are tracked in Y11 and followed-up in the next term.	Destinations data is in line or above national figures with around 97%+ of leavers in sustained education or employment/training each year. The school actively and explicitly aims to raise aspirations and broaden horizons. This is reinforced via staff CPD, student briefings and rewards linked to these values. Tracking documents ensure that destinations are appropriate, aspirational and there are no gaps especially for disadvantaged students. Student surveys support that we prepare students well for their next stage in life.	Destinations data on leavers to be collated by end of November; each year. Systems are needed to keep systematic records of the individual advice given to each pupil and not just cohorts/year groups. Further development is needed for students to record their own personal career developments.
4. Linking Curriculum Learning To Careers All teachers should link curriculum learning with careers. STEM subject teachers should highlight	Dedicated Careers lessons for all students in all years through Curriculum for Life. National Careers Week in March – every subject plans and delivers a careers activity relevant to their	Students can make career links to all subjects across the curriculum. STEM remains high profile across the school.	Check SOW on website include Careers activity from Careers week. Improve displays.



Our Lady Queen of Peace Catholic High School – Careers Education



<p>the relevance of STEM subjects for a wide range of career paths.</p>	<p>subject/curriculum. This is evident in their SOW.</p> <p>Future U organisation are used to deliver Sector Skills workshops in relevant subject areas.</p> <p>STEM activities are promoted through our STEM co-ordinator and Engineering school status. This includes enrichment such as STEM Club, STEM careers activities, STEM first activities, International links.</p> <p>Engineering link learning programmes to industry links and have organised industry visits linked to lessons and/or classroom projects.</p>	<p>Weekly STEM club engages students in workshops, projects and visits throughout the year.</p> <p>Annual trip to The Hague to sell STEM products made by students in STEM club.</p> <p>Formula One competition entered and attracts sponsorship from local business.</p> <p>Students are aware of the wide range of STEM employment opportunities in Skelmersdale.</p>	<p>To get back to pre-covid activity level with STEM across the school.</p> <p>Keep up-to-date with the development of T levels as technical training routes evolve from 2020.</p>
<p>5. Encounters With Employers and Employees</p> <p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<p>Employers, employees, industry representatives and FE staff have attended a range of events, e.g. Y7 - Y11 careers and skills fairs, Open Evenings, assemblies, apprenticeship Q&A sessions.</p> <p>All year 10 students visit a local workplace for a day, linked with their option subject. Students have the opportunity to watch various Learn Live podcasts linked to their option areas.</p> <p>Employers involved in mock interviews, personal statement preparations and CV writing workshops.</p>	<p>Increased student and parental awareness of CEIAG provision within the 5 year journey of experiences and guidance.</p> <p>All aspects of employability skills are developed through curriculum for life and the wider school offer of extra curricular and student leadership opportunities.</p> <p>Work experiences are developed during option lessons.</p> <p>Apprenticeship opportunities information is gathered and applications are made.</p>	<p>Extend the directory of employer contacts to ensure as many options are available that match industry availability.</p>



Our Lady Queen of Peace Catholic High School – Careers Education



<p>6. Experiences Of Workplaces</p> <p>Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<p>All year 10 students visit a local workplace for a day, linked with their option subject</p> <p>Virtual work experience opportunities are promoted to students.</p> <p>Students encouraged to volunteer for a day on school INSET days.</p>	<p>Increased student and parental awareness of the world of work and the need to make informed decisions. There is a constant reinforcement that the opportunities are immense and that research and information gathering is essential to make informed decisions.</p> <p>Work experience and shadowing is linked to students' option choices. Aims and desired outcomes from the experiences are communicated to the employers so that the visits have maximum impact in the limited time available.</p> <p>Students and parents' understanding of LMI is increased within a local context.</p>	<p>Extend the directory of employer contacts to ensure as many options are available that match industry availability.</p> <p>Explore the possibility of a week of work experience for Year 10 students.</p> <p>Promote volunteer days when school shut for INSET.</p>
<p>7. Encounters With Further and Higher Education</p> <p>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>FE Taster days are attended by Y10/Y11</p> <ul style="list-style-type: none">• West Lancs College• St John Rigby College <p>All year 10/11 students have a Future U university talk which is an assembly covering 'What is university? What could I study? Where could I study? Planning for independent living' 'student finances' Careers fairs for Y7 - Y11 with FE presentations inform on the whole range of post 16 choices. FE staff are directed to</p>	<p>Increased student and parental awareness of the post 16 and lifelong opportunities available, the world of work and the need to make informed decisions. There is a constant reinforcement that the opportunities are immense and that research and information gathering is essential to make informed decisions.</p>	<p>Continue to systematically target individual advice given to each pupil and not just cohorts/year groups. Systems are needed to keep systematic records of the participation of each student and not just cohorts/year groups.</p>



Our Lady Queen of Peace Catholic High School – Careers Education



.	stress how academic success links to future pathways.		Share university facts including finance with parents. Visits to local HE providers.
8. Personal Guidance Every pupil should have opportunities for guidance interviews with a career 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.	'Career North' services are purchased to provide guidance for all students. Individual Careers Interviews for all students in year 10/11. Priority given to PP, LAC, SEND and potential NEET students. The website promotes the national careers website helpline and various online career quizzes such as icould.	Individual Careers Actions Plans for all students at KS4. Action Plans shared with parents, form tutors and learning managers to keep all key staff informed so they can fully support their students. Staff are given responsibility for their tutees with Pastoral Leaders and mentors focusing on PP students. We aim to ensure we meet the needs of all students, prevent NEET and ensure suitable plans in place.	Extend personal guidance to those lower down the school, especially year 8 and 9 during options time. Use careers interviews as a reintegration from suspension strategy to help focus students on why they need a good education and to give them specific aims. Refine appointment booking system.