

Meeting the eight Gatsby Benchmarks of Good Career Guidance

1. A Stable careers programme	<ul style="list-style-type: none"> • Personal guidance interviews for Year 11 students • Tailored programmes for each year group • Programmes to support the progress of identified students including Black Global Majority Boys and Turkish Kurdish Cypriot students e.g. Future Frontiers
2. Learning from career and labour market information	<ul style="list-style-type: none"> • Students and parents will have access to good quality Labour Market Information • A range of providers including The ASK Programme ensure students are aware of skills, career pathways and progression routes in the local labour market. • Education providers including Capital City College Group ensure students are aware of educational institutions, courses, qualifications, entry requirements and costs. • Students can do Unifrog careers quiz and explore personalised career paths that align with their interests. • Parents have a parent log in for Unifrog portal, whereby they have access to their child's profile as well as labour market information. • Parents are invited to attend Careers Fairs with students to access a range of educational pathway providers e.g. SEND + Risk of exclusion / vulnerable event every year in December.
3. Addressing the needs of each pupil	<ul style="list-style-type: none"> • SNS has an overview of students' career needs. • Students are selected to take part in specific programmes by Heads of Years and Key Stage Pastoral team. • Identified cohorts such as BGM Boys, risk of NEET and risk of exclusion students are be chosen to take part in specific programmes that statistically improve grades and career journey outcomes. • Students with SEN / EHCP / LAC have a member of staff present in their Year 11 1-1 interviews. • SNS maintains students' data including destination information. • Students take part in Future Skills Questionnaire – data generated will be used to personalise career programme to students.
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> • Students will have the opportunity to link different STEM subjects with careers. • All Year 7 and Year 8 students will take part in a Maths KPMG Masterclass during their Maths classes. Students are also given an insight into careers in KPMG, subjects and courses required to work there and as well as sharing job titles including the salary. • New Scientists Live trip – 50 Year 9's selected to take part in a workshop. • To enhance students' subject learning and attainment and their overall personal and social development.
5. Encounters with employers and employees	<ul style="list-style-type: none"> • Students take part in Work Experience in Year 10 and Year 12 • Strong partnerships with Elmwood, Iris Worldwide, Haworth Tompkins, KPMG, The Behaviour Architects and local schools and nurseries who provide our students work placements.

	<ul style="list-style-type: none"> Structuring employer encounters in school which strengthens aspirations and attainment. Year 10s will go on 4 trips to the same London business, where they will be matched with a professional who will coach them. They will take part in coaching sessions and have 1-1s with employers in Year 11.
6. Experiences of workplaces	<ul style="list-style-type: none"> Year 10 and Year 12 take part in work experience. Students actively choose a placement that aligns with their interests. Students with any disadvantages are appropriately supported. Students are well supported in work placements. Attendance and behaviour notes are recorded. Students will reflect on their experience and send letters to the employers which reinforces their valuable experience. Students are prepared for what to expect in the workforce. Year 12 and Year 13 are sent various Work Experience, Insight Day and Professional Development opportunities throughout the year.
7. Encounters with further and higher education	<ul style="list-style-type: none"> Students are supported with post-16 and post-18 pathways. Morgan Stanley has a year long mentoring scheme for Year 12 students. Students are informed ahead of time what their options are when they leave school and post-18 Students are given tailored assemblies and drop-down days in Year 7 and 8 ahead of GCSE options so that they can confidently pick their GCSE subjects. Raising aspirations from Year 7 so that students have direction and aware of their career journey. By the age of 16, every pupil will have had a meaningful encounter with a provider of the full range of learning opportunities. By the age of 18, all students who are considering applying for university are encouraged to have had at least two visits to universities to meet staff and students.
8. Personal guidance	<ul style="list-style-type: none"> 1-1 Careers Interview will be held with a trained Careers Adviser. This is in accordance with the DfE statutory requirement for students from Year 8-13 to have access to independent and impartial careers guidance. The school offers personalised support tailored to students' needs and abilities. The advice is impartial and always in the best interests of the young person. All students are given resources to take away with Open Day information as well as Useful Websites. This index includes websites on various pathways, youth clubs, GCSE support and more. Data is recorded on a spreadsheet as well as Unifrog portal whereby students can access follow up notes and additional resources. Parents can also access this. Students outline the three pathways they wish to take post-16. Follow up appointments are provided as well as the option to have the interview with teachers or parents present.