

The Eight Gatsby Benchmarks Of Good Career Guidance

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

1. A Stable Careers Programme

At The Ramsey Academy independent careers advice from Directions is offered during one full day a week and Yr 10 and 11 students will be allocated an individual appointment during the year. All students, from any year, will be made aware of their ability to request an individual interview at any point in their school journey.

All Yr 9 students participate in group careers workshops in February each year in advance of their options choices. They are trained in the use of KUDOS and have the use of this tool embedded in the PSHE/PD curriculum to record, reflect upon and plan their individual development towards future choices and goals.

Students are exposed to professional experts, work environments and careers information through a wide range of regular events embedded into the curriculum. A detailed and regularly updated schedule can be found at: T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19

In Yr 10 students attend an Apprenticeship Fair.

In Yr 10 selected students take part in Mock Interviews with local employers and all students will be expected to complete a work experience placement.

In Yr 11 students attend a Careers Fair.

There is a regular Employer Lunch Time Q&A Drop-In session that enables students from all years to talk directly to professionals from a wide range of local employers and industries.

Visiting speakers are welcomed in a comprehensive, non-biased assembly programme from all post-16 education providers and industry trainers.

The Ramsey Charter requires students to record and reflect upon their encounters with professionals and industry environments in order to build individual profiles of experience.

The Careers Programme is supported and developed through collaboration in Braintree District CIAG Cluster Group events and with involvement with "Make Happen".

Parents' information evenings are arranged each year to provide careers advice, outline current future options and enable informed discussions between students and parents.

Careers, Advice and Guidance Programme at Ramsey Academy

2. Learning From Career And Labour Market Information

Use of KUDOS ([live](#) local labour market information linked) and PiXL Futures resources are embedded into PSHE/PD lessons and careers workshops.

Directions engaged to provide individual, independent careers advice.

In Yr 10 students attend an Apprenticeship Fair.

In Yr 10 selected students take part in Mock Interviews with local employers and all students will be expected to complete a work experience placement.

In Yr 11 students attend a Careers Fair.

There is a regular Employer Lunch Time Q&A Drop-In session that enables students from all years to talk directly to professionals from a wide range of local employers and industries.

Rich programme of visiting professional speakers in curriculum and assemblies, visits to workplaces (T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19).

Students record and reflect upon their encounters with professionals and industry environments in the Ramsey Charter in order to build individual profiles to support future planning and aspiration.

3. Addressing The Needs Of Each Pupil

Directions engaged to provide individual, independent careers advice. Priority given at certain times of the year to support students identified with a wide range of needs in order to provide support and guidance with work placements, aspirational future planning, post-16 applications.

All SEN students also receive independent careers advice as part of their review process.

KUDOS provides individualized planning resources to create personal profiles and reflect and reassess goals and progression routes.

Students record and reflect upon their encounters with professionals and industry environments in the Ramsey Charter in order to build individual profiles to support future planning and aspiration.

Efficient and pro-active, two-way communication between SLT, careers lead staff and independent advisor enables Achievement Board to identify and recommend students for careers advice intervention.

Employer Lunch Time Q&A Drop-In session that enables students from all years to talk directly to professionals from a wide range of local employers and industries as suits their preferences.

Careers, Advice and Guidance Programme at Ramsey Academy

4. Linking Curriculum Learning To Careers

Rich programme of visiting professional speakers in curriculum areas and assemblies, visits to workplaces (T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19).

Use of KUDOS (live local labour market information linked) and PiXL Futures resources are embedded into PSHE/PD lessons and encouraged into subject areas.

Subject areas provide audit information and reflect in the ISR process as to how they embed careers links within the curriculum.

Curriculum based events are supported and developed through with “Make Happen”.

Students record and reflect upon their encounters with professionals and industry environments in the Ramsey Charter in order to build individual profiles to support future planning and aspiration.

5. Encounters With Employers And Employees

Rich programme of visiting professional speakers in curriculum areas and assemblies, visits to workplaces (T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19).

In Yr 10 students attend an Apprenticeship Fair.

In Yr 10 selected students take part in Mock Interviews with local employers and all students will be expected to complete a work experience placement.

In Yr 11 students attend a Careers Fair.

There is a regular Employer Lunch Time Q&A Drop-In session that enables students from all years to talk directly to professionals from a wide range of local employers and industries.

Students record and reflect upon their encounters with professionals and industry environments in the Ramsey Charter in order to build individual profiles to support future planning and aspiration.

KUDOS (live local labour market information linked) provides video presentations and case studies from a very large range of professionals (800 different careers).

Training providers and employers welcomed at Yr 9 Parents’ Evening and Options Evening.

6. Experiences Of Workplaces

In Yr 10 students attend an Apprenticeship Fair at the local FE college with tour of STEM facilities.

In Yr 10 selected students take part in Mock Interviews with local employers and all students will be expected to complete a work experience placement.

In Yr 11 students attend a Careers Fair.

Rich programme of visiting professional speakers in curriculum areas and assemblies, visits to workplaces (T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19).

Careers, Advice and Guidance Programme at Ramsey Academy

7. Encounters With Further And Higher Education

In Yr 10 students attend an Apprenticeship Fair.

In Yr 10 selected students take part in Mock Interviews with local employers and all students will be expected to complete a work experience placement.

In Yr 11 students attend a Careers Fair.

Rich programme of visiting professional speakers in curriculum areas and assemblies, visits to workplaces and FE/HE environments and events (T:\Careers, PD & IAG\CIAG PROVISION\CIAG Provision 2018-19).

The regular Employer Lunch Time Q&A Drop-In session that enables students from all years to talk directly to professionals from a wide range of local employers and industries also provides information from graduates, apprentices and post-16 trainers in these areas.

KUDOS provides FE and HE course information, CV building resources, UCAS resources that enables students to use tools for personal knowledge building and development here.

Training providers, FE/HE colleges and employers welcomed at Yr 9 Parents' Evening and Options Evening.

8. Personal guidance

At The Ramsey Academy independent careers advice from Directions is offered during one full day a week and Yr 10 and 11 students will be allocated an individual appointment during the year. All students, from any year, will be made aware of their ability to request an individual interview at any point in their school journey.

Reflection through the Ramsey Charter process enables individual students to discuss their progressions routes and future aspirations with tutors and teachers.

KUDOS provides individualized planning resources to create personal profiles and reflect and reassess goals and progression routes.

Efficient and pro-active, two-way communication between SLT, careers lead staff and independent advisor enables Achievement Board to identify and recommend students for careers advice intervention.