

Gatsby Benchmark 1: Evaluation of Careers Programme

Stakeholder	Action	July 2020	July 2021	July 2022	July 2023
Teachers (tutors)	MK to interview HOYs (years 7-11) in summer term to review PSHCE careers lessons which were delivered by their respective tutor teams (summer term)	<ul style="list-style-type: none"> HOY 7 commented that this year group were not able to complete the careers lessons due to school closure. HOY 8 commented that students only needed one ICT lesson for students to add to their activity and key competency log. HOY 8 included two additional lessons to the SOL prior to the Unifrog lessons (ICT rooms) <ol style="list-style-type: none"> Why is education important? Choosing a career? MK to ensure that these lessons remain on the SOL for future years. HOY 9 commented that this year group were not able to complete the careers lessons due to school closure. MK will ensure that planning for next year (year 10) takes this into account. HOY 10 commented that this year group were not able to complete the careers lessons due to school closure. MK will ensure that planning for next year (year 11) takes this into account. HOY 11 commented that the lessons went really well and that he received positive feedback from the students. In particular, the CV and application letters were very well received. 	<ul style="list-style-type: none"> All HOYs commented that BYOD has helped the delivery of these lessons. All future lessons will take place in classrooms instead of computer rooms. Years 7-10 were all able to run the Unifrog lessons despite lockdown this academic Year. Year 11 was the only year group where the lessons coincided with lockdown and did not take place. All HOYs to incorporate tasks such as Activity Log, Competency Log and Careers Library into Teams and set up assignments (per tutor group) so tutors/HOY can keep a record of these lessons/activities. All HOYs to utilize LOOM videos (from MK/Unifrog) to help students with the various Unifrog Tools. There are different videos for different ages/Key Stages on the shared area. Personality Tool to be incorporated into all SOLs. HOYs 7-9 to include an introduction lesson to Apprenticeships using the resource back provided by ASK. 	<ul style="list-style-type: none"> HOY 7: All students registered for Unifrog but students found the platform rather advanced (especially the Activity Log) and hard to navigate. Most students had not logged anything at all by the end of the year. Tutors feedback that the lessons were especially challenging because they did not follow the (rigid) format of the other PSHCE lessons (booklets, PowerPoints). 2022-23: Students will all register for Unifrog but will only use the Careers Library as a resource for a lesson. Additional careers sessions on employability and skills will be incorporate into the SOL but will follow the usual PSHCE format. HOY 8: As a result of COVID many Year 8 students did not have a login from Year 7 and this caused confusion. Hopefully this will be avoided in future years as all current Year 7 students have signed up. In addition, due to COVID there was no GCSE Options Evening and so most of the PSHCE sessions around this time needed to revolve around this. 	<ul style="list-style-type: none"> Following feedback from last year we streamlined the careers lessons and decided that the Unifrog Tools were too advanced for Year 7 and so the priority was to use the PSHE lesson to get students signed up and to explore the platform. 100% of Year 7 students signed up to Unifrog this year. An additional lesson looking at Employment (skills and qualities) has been added to the SOL. To replace the old Activity/Competency log lesson(s) which are now introduced later in the school. The feedback from previous years was that (even) for Year 8 the Unifrog Tools are too challenging and students really haven't "accomplished" enough by that age to have anything substantial to add to their logs. As a result, the Unifrog lessons in year 8 focused on the Careers and Subject Library Tools alongside a series of lessons considering the nature of "success" and how to choose a suitable career. All Year 8 students had their log in details from Year 7 and so were able

		<ul style="list-style-type: none"> HOY 11 included a number of additional lessons prior to the Unifrog lesson around the topic of Employability: <ol style="list-style-type: none"> Behaviors and values in the workplace Health and safety in the workplace Rights and responsibilities in the workplace MK to ensure that these lessons remain on the SOL for future years. 	<ul style="list-style-type: none"> HOY 7 commented that Year 7s struggled with Unifrog. The Competency log was too complex for the year group but the Activity Log was certainly sufficient. HOY 7 will remove the Competency log lesson from Year 7 SOL. The lesson/resource to accompany the Careers Library lesson will need to be further reduced/simplified for all year groups. HOY 7 to add an additional introduction Careers lesson into SOL. Shortlisting post-16 Tool to be incorporated into Year 11 SOL for next year. Year 9 and 10 Career lessons will take place during form time instead of PSHCE. This will actually allow more time and flexibility for these sessions. 	<p>Many of the Unifrog sessions were therefore disrupted.</p> <ul style="list-style-type: none"> HOY 8 will run an additional session before the end of the year to ensure all students have a login ready for next year. HOY 10: The sessions (2021-22) were done at various points in the year and led to some inconsistencies between form groups. JR suggested that next year the (five) sessions are completed as a block e.g. within a half term. HOY 11 commented that the CV writing session was popular and the students found it useful. HOY 11 also suggested that more of an effort is made to highlight to students the value and importance of these activities and how they will be useful later in the school (e.g. Personal Statements) Apprenticeship sessions incorporated well where used. Will continue to include this although a number of year groups did not complete these. MK to remind HOYs for 2022/23 that this must be (re)visited every year. Personality Tool was also popular with the students 	<p>to access the platform successfully.</p> <ul style="list-style-type: none"> 74% of Year 8 students accessed since September 2022. This is as a result of one form group missing out on these sessions due to absence of their form tutor during this period. Year 9 career lessons included the addition of a "setting goals" lesson which provided good context to the following lessons which included all the key Tools. 93% of Year 9 students accessed Unifrog since September 2022. Year 10 lessons again took place during Form Time and this ran successfully and allowed more focus on RSE lessons across PSHE. 81% of Year 10 students accessed Unifrog since September 2022. Year 11 careers sessions also successfully run in Form Time to allow more opportunities to cover RSE topics and sessions about the workplace itself (behaviour, health and safety, responsibilities) in PSHE lessons. Careers (Unifrog) sessions were run in conjunction with the Year 11 KS5 options programme. CV writing and Personality Tool sessions again popular and students found it useful.
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	<p>MK to review year 12 Unifrog weekly form tutorial lessons with year 12 tutor team (summer term)</p>	<ul style="list-style-type: none"> Year 12 tutors agreed that the programme was worthwhile but commented that there was an inconsistency in delivery of the material across different tutor groups/students, especially in terms of students engaging with the activities. MK to look into using Microsoft Teams (stream) as a method to deliver the same content to all students. Assignments for all students (based on the content) could then be submitted via teams for the tutors to monitor. This would ensure all students complete the activities and would allow this to be effectively checked by tutors. 	<ul style="list-style-type: none"> All Year 12 form time content was delivered virtually this year due to COVID. All resources were uploaded to the Year 12 Team along with audio commentary Several assignments were set up for students to submit work/tasks/shortlist to demonstrate that they engaged with the materials. Form tutors remarked that using Teams for this purpose was successful and that it ensured all students completed the tasks. Form time resources for next year will all be pre-recorded for tutors to present. This will ensure consistency across all sessions. 	<ul style="list-style-type: none"> Utilisation of Teams/Assignments for each form tutor needs to be more consistent across forms MK felt that using the LOOM guides for most lessons was rather impersonal and didn't give tutors enough autonomy. For next year, where possible, the guides to the Unifrog Tools will be largely delivered through PowerPoint. Use of setting assignments on Teams was successful and proved a useful way of tracking these activities were being completed. However, there were still some inconsistencies across form groups. Using the Placement Tool on Unifrog has proved very successful and easy for students to manage/access. 	<ul style="list-style-type: none"> 83% of Year 11 students accessed Unifrog since September 2022. Across years 7-11 there was considerably less focus on the Apprenticeship resources in the careers sessions as these are now covered through guest speakers/assemblies as a result of the 2023 Provider Access Legislation (check careers section on Yavneh College website) Sixth Form lessons were (back) in the format of PowerPoint rather than the Loom sessions. No changes from previous years in terms of content. LE appointed Head of Sixth Form in January 2023 and so may be looking to change the format/content of the Unifrog Form Time sessions. There will certainly be changes to 2023/24 programme as a result of the changes to the UCAS format (both in relation to references and personal statements) 97% of Year 12 students accessed Unifrog since September 2022. 96% of Year 12 students accessed Unifrog since September 2022 Both these figures emphasise how valuable Unifrog is to our Sixth Form students in supporting their post-18 applications.
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			<ul style="list-style-type: none"> As with this 2020-21 assignments will be set up on Teams at various points to ensure students engage with the tasks/materials. 		
Parents	<p>Review of careers events with parent participation (Careers Fair, Work Experience, assemblies)</p>	<ul style="list-style-type: none"> Next Careers Fair to be run in January 2021. MK to assemble a committee in September. All parents who participated in the year 11 careers assembly were sent the evaluation form. The feedback was overwhelmingly positive and MK will look to repeat this programme next year. The main areas to improve identified by parents were: <ol style="list-style-type: none"> 1) Venue of talk(s) 2) Range of careers on offer 3) Some parents wanted more time for Q+A 	<ul style="list-style-type: none"> Careers Fair was run virtually on 26th April. Over 40 parents (including YPS) submitted prerecorded videos discussing their careers. This was made available to all students (years 7-13). A resource was sent to all parents in advance to enable students to reflect on the videos and initiate discussion with parents. Very positive (informal) feedback from parents. We will certainly reach out to YPS parents again for future careers events. In response to our year 12 students struggling to secure work experience placements (July 2021) in light of COVID19, we asked all parents (including YPS) if they would be willing to offer a placement(s) to year 12 students. This proved successful and over 15 students were able to secure a placement in a range of different industries. 	<ul style="list-style-type: none"> We chose not to involve parents in work experience this year in order to (re)encourage students to find placements independently and not rely on the school. This has been very successful and only a small handful of students failed to find a placement and ended up working here/YPS. Careers Fair did not run this year as it is a bi-annual event. We will aim to run it in person in the new year (2023). We will look to involve parents at YPS again. 	<ul style="list-style-type: none"> Careers Fair ran successfully in February 2023 with the help of parents from both Yavneh College and Yavneh Primary School. Over 70 parents ran careers stands. 16 parents participated in the 2 minute "spotlight" presentations Between 250-300 students/parents attended the event. Feedback from parents was overwhelmingly positive. Main areas to improve: <ul style="list-style-type: none"> - Greater range of careers as certain industries were under-represented - Some rooms were overcrowded - Timings of "spotlight" presentations could be better thought out as the second one was quite late in the evening Sixth Form parents' careers survey will be run every two years.
	MK to add question about	<ul style="list-style-type: none"> Parent survey usually sent out during summer term 	<ul style="list-style-type: none"> As with 2019-20 due to COVID-19. This will be 	<ul style="list-style-type: none"> SLT decided not to include questions on 	

	<p>careers provisions on Parent Survey</p>	<p>but due to COVID-19 a different survey was sent out to evaluate how well pupils were engaging with our online learning. Therefore the issue of career provision was not part of this survey. MK will ensure it will be included next year.</p>	<p>put into place next year.</p>	<p>parent survey regarding careers. Instead it was decided to send a more specific/focused survey to Sixth Form parents.</p> <ul style="list-style-type: none"> • Feedback from Sixth Form parents was largely positive (81 responses): • 89% of parents felt the school provides sufficient opportunities for students to make appropriate decisions for their future • 93% of parents felt careers provision for Sixth Form is well delivered • 97% of parents felt well informed about the various post-18 pathways • 91% of parents felt their child received sufficient support in applying to university • 86% of parents felt their child utilized Unifrog effectively in order to research post-18 pathways • 90% of parents felt their child received a wide range of information regarding virtual work experience and opportunities • 93% of parents felt their child was fully aware of the different post-18 pathways • Parents were also asked to include comments which were largely positive. The main area of concern/development 	
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				<p>seemed to revolve around Sixth Form pathways and support choosing options in Year 11.</p> <ul style="list-style-type: none"> • MK will definitely repeat this survey in the future but will remove the middle (neutral) option on the answer scale and only allow for agree/disagree options. 	
Employers	<p>Guest speakers / employers to complete a feedback form following a visit/event</p> <p>Copy of form to be put on website</p>	<ul style="list-style-type: none"> • EN sends out the form after an event and compiles the feedback on a single document which is available in the OFSTED folder. • MK uses this to consider changes/improvements to future events. • Feedback from employers was well received from the following events: <ol style="list-style-type: none"> 1) ASK apprenticeship mock assessment day 2) Alumni apprenticeship mock interviews 3) Year 8 Enterprise Day 4) Year 11 parents survey 5) YC Hertfordshire careers workshop • See July 2019 	<ul style="list-style-type: none"> • There were no in person employer events/guests this year due to COVID 19. As a result of this the official feedback form was not sent out. • There were a number of virtual events which were run: <ol style="list-style-type: none"> 1) ASK apprenticeship sessions (x3) 2) YC Hertfordshire careers interviews (X2) • YC Hertfordshire produced individual feedback for each student which was shared with MK. • ASK provided informal feedback to MK and we plan on running these events again next year. • MK to develop a survey for all employers following Year 12 work experience. This will be sent out during the summer holidays. • See above. There were no employer visits to the school this year. 	<ul style="list-style-type: none"> • Use of Unifrog Placement Tool has provided successful, especially the sections for the employer. This has saved a lot of admin/chasing up from both ends (employer/school) • Placement Tool includes and "employer review" section. • ASK sessions and YC Hertfordshire career interviews were conducted in person this year. Feedback from both organisations was very positive about the conduct/attitude of the students. • YC Hertfordshire careers interviews will be expanded to year 11 (x24) in the Winter Term (in advance of KS5 options) • Due to COVID there were very few employer visits/speakers invited into school this year. • Unifrog placement tool includes an Employer Feedback form which will be the basis of their work experience 	<ul style="list-style-type: none"> • Use of Unifrog Placement Tool has now been permanently adopted as part of the Year 12 work experience administration. This has meant that all employers only have to complete one single (online) form. • YC Hertfordshire career interviews ran across years 11-13 (x24 pupils in each year group). FA write up of each meeting with each student was provided from careers advisor who again commented on the excellent engagement/conduct of our students. • Year 10 interview workshop ran successfully again this year. Feedback from 2022-23 was taken into account regarding timings and this helped the event run smoothly this year in terms of the transition between the opening assembly and the workshops. • Due to 2023 Provider Access Legislation a number of careers

				<p>reflection work at the start of Year 13.</p> <ul style="list-style-type: none"> Year 10 careers morning (interview) skills was held in July with over 20 professionals (volunteers) running interview workshops for small groups of Year 10 students. The feedback to the event was overwhelmingly positive and we will look to repeat the event in 2023. The key area to improve will be to co-ordinate timings a little better with all of the interviewers. 	<p>assemblies ran for the first time this year in KS3 and KS4. These assemblies were very successful and employers were happy to arrange dates for 2023-24:</p> <p>Year 7: Cyber Security (Hertfordshire Police) Year 8: Sky Studios Year 9: Elstree Arts Academy Year 11: Apprenticeship Knowledge & Support Year 11: West Herts College</p> <ul style="list-style-type: none"> A pilot Work Experience programme (two day placement) for Year 10 at Communities 1st was run in July with a view to rolling out for all of Year 10 in the future. Feedback from placement supervisor was overwhelmingly positive (about the conduct/engagement of our students) and Communities 1st are willing to roll out the programme for all 150 (year 10) students in 2023-24 Due to the success and conduct of our students who have participated in the Year 12 ORT JUMP mentoring programme over the last five years, ORT JUMP has expanded their partnership with the school to run several additional programmes. These were piloted successfully in July 2023 and will
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					<p>continue/expand in 2023-24:</p> <ol style="list-style-type: none"> 1) Year 10 employability programme (skills challenge) 2) Year 12 Israel Challenge. 3) Work Experience Week (placing approximately 15 students with existing mentors in a range of industries) 4) Year 12 Working Skills Day <ul style="list-style-type: none"> • "Talk the Talk" interview/communication skills (day) workshop for Year 12 ran successfully and will now be an annual part of the careers programme. • Alumni students currently participating in Apprenticeships ran interview workshops for the first time to support students looking to pursue an apprenticeship. This was run successfully and all participants were happy to commit to running this again next year.
Students	<p>MK to add a question to the annual student survey evaluating careers provision</p> <p>MK to include the review of career programme with the JLT (years 7-12)</p>	<ul style="list-style-type: none"> • This was not included in this year's survey as the overall survey was shortened. MK will ensure it will be included next year. • Year 8 JLT feedback took place in March reviewing the Year 8 Enterprise Day. MK has discussed this feedback with the EC/EA with a view to run the 	<ul style="list-style-type: none"> • As with 2019-20 due to COVID-19. • JLT did not run fully this year due to Lockdown and restrictions within school in the first term. • Year 8 Enterprise Day did not take place this 	<ul style="list-style-type: none"> • SLT decided not to include questions on student survey regarding careers. Instead it was decided to send a more specific/focused survey to Sixth Form students. • Feedback from Sixth Form parents was largely positive (42) responses: 	<ul style="list-style-type: none"> • Students' careers survey will be run every two years. • Governors ran "exit interviews" for Year 13 students. Students talked positively about being supported through UCAS and understanding post-18 options but some felt that their wasn't enough individual support/tracking of

		<p>event next year. The main areas to develop were:</p> <ol style="list-style-type: none"> 1) Ensure sessions are more interactive 2) Ensure sessions are pitched appropriately for year 8 students 3) Ensure sessions are more closely related to GCSE options <ul style="list-style-type: none"> • Feedback from all year 11 students was collated (via survey) regarding the careers assemblies. • Feedback was overwhelmingly positive and the majority of students found the assemblies enjoyable, while 70% of students said would recommend for future year 11 students. The main areas identified by students to develop were: <ol style="list-style-type: none"> 1) Range/types of speakers 2) Limited choice each week 3) Venue (Sixth Form Café and DHL not ideal) • Discussion of careers provision did not take place in other (lower school) year groups, partly due to the closure of the school in March. This will need to take place next year. • Feedback from year 12 students regarding the careers programme (including the Wednesday morning form time): <ul style="list-style-type: none"> - Year 12s really appreciated being invited to the year 11 	<p>year due to COVID. We hope to run it again next year.</p> <ul style="list-style-type: none"> • Year 11 Careers Assemblies did not run this year. • Discussion of careers provision did not take place in lower school JLT meetings this year largely due to a lack of meetings at the start of the year (due to COVID 19) and other priorities once school returned in March. • Year 12 feedback to online provision was mixed. Many students simply didn't engage with the resources on a weekly basis although all students did complete the assignments (at various points across the year). • Those students who did work through the resources were very positive about it. This was especially true for the UCAS registration resources. Over 50% of the year group have already successfully registered for the 2021/22 cycle as a result. • Most of the sessions for 2021-22 will be pre-recorded by MK/Unifrog as a result of this. 	<ul style="list-style-type: none"> • 93% of students felt the school provides sufficient opportunities for students to make appropriate decisions for their future • 90% of students felt careers provision for Sixth Form is well delivered • 84% of students felt well informed about the various post-18 pathways • 86% of students felt their child received sufficient support in applying to university • 83% of parents felt their child utilized Unifrog effectively in order to research post-18 pathways • 88% of students felt their child received a wide range of information regarding virtual work experience and opportunities • 98% of students felt their they are studying the right course/pathway at KS5. • Students were also asked to include comments which were largely positive. The main area of concern/development seemed to revolve around support for choosing KS5 options and increased information about apprenticeships. • Much of KS3 PSHCE careers sessions were disrupted due to COVID 	<p>progress of those students who were not applying to university. This is something MK/LE will be looking to address next year through the form tutors.</p> <ul style="list-style-type: none"> • Student feedback to "Talk the Talk" workshop (year 12) was very positive and this is part of the reason it will now be incorporated as an annual part of the programme. • More students participated in the Year 12 ASK workshops than in previous years although feedback was not as positive as in previous years. Some students felt there wasn't anything particularly new covered, which hadn't been covered in the Form Time sessions and Apprenticeship Evening. • More students/parents attended annual Apprenticeship Evening than in previous years. • Student feedback regarding both alumni university fair and apprenticeship interviews was overwhelmingly positive. • Students who attended "Generation Hertsmere" Careers Fair were largely positive about the event although some students felt it didn't really suit their priorities as a lot of the stands were relevant to post-18 pathways. We will look to include more Year
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		<p>career assemblies and found them useful.</p> <ul style="list-style-type: none"> - While the benefits of Unifrog were universally acknowledged, it was felt that not all students were engaged in the related activities on a Wednesday morning. - Students were very positive about the potential idea of all (future) form time sessions being (audio) recorded by MK in advance, alongside a weekly task to be set via Microsoft Teams which would be subsequently completed in form time and monitored by the tutors. 		<p>and so it was not discussed in JLT meetings as it was felt it would not provide a fair evaluation of the programme.</p> <ul style="list-style-type: none"> • UCAS day was run in full and in person this year and included our annual alumni university fair which was a success (over 25 alumni students). • Additional PSHCE session was used for students to complete the UCAS registration and this was very useful. Pre-recorded video of UCAS registration was used successfully. • Approx 75% of the year group have already registered for UCAS (2023/24) • EA has yet to run a focus group with students. 	<p>12 and 13 students this year.</p>
The Careers and Enterprise company	<p>MK to continue to meet with EC (Enterprise Co-coordinator) and EA (Enterprise Advisor) to continue to audit current provision and support MK.</p>	<ul style="list-style-type: none"> • MK has continued to formally meet with EC/EA a number of times throughout the year, including after the school was closed in March with a view to review and audit provision for careers at Yavneh College. • Compass audit to be (re)completed at least once a year. Results discussed and analyzed with EC with a view to form an action plan for the following year. • Minutes of these meetings available in OFSTED folder. 	<ul style="list-style-type: none"> • MK has continued to formally meet (virtually) with EC/EA a number of times throughout the year. • Yavneh College has now joined Compass+ and termly assessments/audits are carried out. Results discussed with EC in termly meetings. • Despite COVID 19 our EA was able to support the school in creating a new resource (Communities 1st project) for year 11 students. We hope to broaden the number 	<ul style="list-style-type: none"> • MK has continued to formally meet in person with EC/EA a number of times throughout the year. • Termly Compass + meetings completed with EC in person to ensure it is being completed appropriately. • Progress made with several benchmarks (by the end of 2021-22) due to additional "encounters with employers" run in KS3 and KS4, including a Careers morning for 	<ul style="list-style-type: none"> • MK has continued to formally meet in person with EC/EA a number of times throughout the year. • Termly Compass + meetings completed with EC in person to ensure it is being completed appropriately. • EA supported MK with contacts to fulfil the new PAL legislation. • Progress has been made with Benchmark 6 with the help of EC/EA as we have been able to pilot a work experience programme for Year 10 students which we will

			<p>of industries/professions represented in this resource.</p> <ul style="list-style-type: none"> • Targets for 2021/22 already in place. • Minutes of these meetings available in OFSTED folder. • MK continues to undertake CPD through the various Gatsby benchmark webinars/seminars and networking events run by the Careers and Enterprise Company throughout the year. 	<p>year 10 focusing on interview technique.</p> <ul style="list-style-type: none"> • Benchmark 5 has moved to 100% (July) from 50% (March) • Targets for 2022/23 identified mainly revolving around Benchmark 7, needing to include 2 encounters per key stage with technical providers to meet new PAL legislation. • Mk to share BM1 work with Hub next year. • MK continues to undertake CPD through the various Gatsby benchmark webinars/seminars and networking events run by the Careers and Enterprise Company throughout the year. 	<p>look to roll out next year for all of Year 10.</p> <ul style="list-style-type: none"> • Main target identified for 2022/23 revolve around expanding the Year 10 work experience programme, providing encounters with Independent Training Providers and incorporating a careers day for KS3 in the same way as we do for KS4 (Interview workshops) and KS5 (UCAS Day, "Talk the Talk") • MK continues to undertake CPD through the various Gatsby benchmark webinars/seminars and networking events run by the Careers and Enterprise Company throughout the year. • MK presented at one of the networking events showcasing this BM1 audit as an example of best practice.
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