

Gatsby Benchmark 1: Evaluation of Careers Programme

Stakeholder	Action	July 2022	July 2023	July 2024	July 2025
Teachers (tutors)	MK to interview HOYs (years 7-11) in summer term to review PSHE careers lessons which were delivered by their respective tutor teams (summer term)	<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 PSHE 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"> Year 7 careers lessons in Year 7 worked really well and students really enjoyed the personality quizzes. HOY 7 felt that postponing the Competency log till a future year was the right move and that signing up/registering and the introduction of the Activity log was more than enough for this age group. 100% of Year 7 students signed up and accessed Unifrog this year. HOY 8 felt that students were still not really old enough to (meaningfully) complete the Activity Log and therefore the PSHE careers sessions revolved solely around the careers library and researching different jobs. HOY 9 commented that many students struggled to log in to Unifrog because they had used their own email addresses rather than their school one. This made the initial lesson difficult. HOY 10 commented that the careers programme worked well in Form Time this year and there were 	<ul style="list-style-type: none"> HOY 7 added an additional lesson on apprenticeships as well which will be incorporated into future Year 7 PSHE lessons. 100% of Year 7 students signed up and accessed Unifrog this year. Both HOY 7 and HOY 8 felt that students in KS3 really struggle to engage with the platform and that perhaps Unifrog should be introduced in KS4 only. Both HOY 7 and HOY 8 commented that students engaged well with the (remaining) careers lessons at KS3 (PSHE) including looking at skills, apprenticeships and choosing a career. Moving forward we will look to introduce Unifrog lessons at KS4 (year 9) HOY 9 commented that students always struggle to remember their log in and this wastes a lot of time in lessons. MK to ensure that all new users use (including Year 7) use their school email address.

		<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. 	<p>no suggested changes for next academic year.</p> <ul style="list-style-type: none"> • HOY 11 commented that the series of lessons worked well in PSHE this year now that more of Form Time was dedicated to core subject revision, • The activity/competency logs were set as assignments on Teams which was an effective way of tutors ensuring that the tasks were updated and completed. MK to suggest this to all HOYs next year when the activity/competency logs. • The percentage of students from years 8-11 to have successfully logged into Unifrog since September 2023 is mixed, reflecting some disruption to Form Groups and tutors over the year: • Year 8 (87%), Year 9 (72%), Year 10 (56%) and Year 11 (74%). • This is something MK will need to monitor in "real time" next year rather than after the session so any tutors who are struggling can be supported. • All HOYs commented that students logging in to Unifrog each year is difficult as many forget their 	<ul style="list-style-type: none"> • HOY 10 felt that the preparation for Work Experience lesson (in PSHE) and assembly worked well. • HOY 10 commented that the Unifrog sessions in Form Time worked well but it was left to much later in the year than in previous years. • HOY 10 felt that a work experience programme where students can choose their placement will be more engaging and enjoyable for students. This is the model we are looking to move to in 2025-26 • HOY 11 felt that the Unifrog tasks are a little repetitive and students are not so engaged by it. • HOY 11 felt that the Careers Evening was a really positive experience for Year 11 students.
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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"> 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, these 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 	<p>email/login as many use personal email addresses making it hard to retrieve/reset passwords. MK will reiterate to HOY 7 to ensure students use their school email address when signing up for the first time.</p> <ul style="list-style-type: none"> LE took over as Head of Sixth Form in January 2023 and made some changes to careers programme this academic year : <ul style="list-style-type: none"> Unifrog programme itself largely identical to previous years and (again) delivered through Form Time rather than PSHE. ASK workshop (searching/registering for Apprenticeships) was moved to the summer of Year 12 to ensure students are aware of this process as early as possible. UCAS programme was added to and placed earlier in the calendar to give 	<ul style="list-style-type: none"> BP took over as Head of Sixth Form in September 2024. 83% of Year 13 students have logged into the platform this year 61% of Year 12 students have logged into the platform this year BP commented that Unifrog has definitely been a valuable tool this year — students have generally responded well to it and seem to find it useful, especially when it comes to researching pathways and shortlisting universities or apprenticeships. BP felt that students would get even more out of it if we allocated more time to it earlier in the year.
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			<p>students in supporting their post-18 applications.</p>	<p>more time to work on references/personal statements</p> <ul style="list-style-type: none"> - Subject area "drop ins" have taken place to follow up UCAS day. - As with previous years, students were given a post 18 options handbook and personal statement booklet but within both there is now more information about apprenticeships and a new section in the personal statement section on how to write an application for apprenticeship. - UCAS programme also includes more time for students to complete their UCAS forms in the summer term rather than in Year 13. 	<p>Some students only really started to engage with it once it became linked to post-18 planning, but introducing it more proactively from the autumn term might help embed it better.</p> <ul style="list-style-type: none"> • Career talks (Sky, ASK, Careers Evening) and external speakers (Apprenticeship Evening, UCAS day) were a real highlight. Students spoke positively about hearing from people working in a range of industries, and it gave them a more concrete sense of the options available beyond school. Opportunities like these are crucial in helping them make informed decisions, and it would be great to continue — or even expand — this next year if possible. • Year 13 attendance to careers events was poorer this year than usual despite promoting events regularly. Year 12 attendance was far better.
Parents	Review of careers events with parent participation (Careers Fair)	<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 	<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. 	<ul style="list-style-type: none"> • Career Fair to run again in 2025. 	<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.

	<p>MK to add question about careers provisions on Parent Survey</p>	<p>has been very successful and only a small handful of students failed to find a placement and ended up working here/YPS.</p> <ul style="list-style-type: none"> • 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. • SLT decided not to include questions on parent survey regarding careers. Instead it was decided to send a more specific/focused survey to Sixth Form parents. • 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 	<ul style="list-style-type: none"> • 24 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. 	<ul style="list-style-type: none"> • Sixth Form parents sent Careers Survey in May 2024. Feedback from Sixth Form parents was largely positive (44 responses). We removed the "middle" option so parents could choose on a 1-4 scale (strongly agree, agree, disagree, strongly disagree) • 81% of parents strongly agreed/agreed that the child was given sufficient advice and support in choosing their Sixth Form options • 86% of parents strongly agreed/agreed that their child is/was studying the right course for them • 89% of parents strongly agreed/agreed that they were well informed about the various post-18 pathways • 86% of parents strongly agreed/agreed that their child has received a wide range of information regarding virtual work experience opportunities • 84% of parents strongly 	<ul style="list-style-type: none"> • Over 70 parents ran careers stands. 16 parents participated in the 2 minute "spotlight" presentations • Approximately 250 students/parents attended the event • Feedback from presenters was very positive: <ul style="list-style-type: none"> - 92% of parents felt pupil engagement was either excellent/good - 92% of parents felt the organisation of events was excellent/good - 84% of parents felt the overall experience was excellent/good - 100% of parents said they would be very/somewhat likely to participate in future events • Suggestions for future years included: <ul style="list-style-type: none"> - Allowing for more space for some of the stands - Greater range of careers on show - Giving students more preparation time/materials - Provide students a platform to submit questions in advance
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		<p>research post-18 pathways</p> <ul style="list-style-type: none"> 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 seemed to revolve around Sixth Form pathways and support choosing options in Year 11. 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. 		<p>agreed/agreed that their child found Year 12 work experience valuable</p> <ul style="list-style-type: none"> 86% of parents strongly agreed/agreed that their child received sufficient support in applying to university 93% of parents strongly agreed/agreed that the school provides sufficient opportunities for students to make appropriate decisions for their future 86% of parents strongly agreed/agreed that they were well informed about the various post-18 pathways 83% of parents strongly agreed/agreed that the careers/post 18 provision in the Sixth Form is well delivered Parents were also asked to include comments which were largely positive. The main area of concern/development seemed to revolve around providing more support for students completing applications for Apprenticeships. 	<ul style="list-style-type: none"> Sixth Form parents' careers survey will be run every two years.
Employers	Guest speakers / employers to complete a feedback form	<ul style="list-style-type: none"> Use of Unifrog Placement Tool has provided successful, especially the sections 	<ul style="list-style-type: none"> Use of Unifrog Placement Tool has now been permanently adopted as part of the Year 12 work 	<ul style="list-style-type: none"> Year 10 two-day work experience (Communities 1st) took place for all students 	<ul style="list-style-type: none"> Feedback from the speakers for the KS3 Careers morning was very positive (re

<p>following a visit/even</p> <p>https://forms.office.com/e/LpXy2HgWcS</p> <p>Copy of form to be put on website</p>	<p>for the employer. This has saved a lot of admin/chasing up from both ends (employer/school)</p> <ul style="list-style-type: none"> • 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 reflection work at the start of Year 13. • 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- 	<p>experience administration. This has meant that all employers only have to complete one single (online) form.</p> <ul style="list-style-type: none"> • 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 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: 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>this year for the first time. The programme was largely a success and we plan to continue this next year. Feedback from supervisors in order to improve the programme next year:</p> <ul style="list-style-type: none"> - Dates worked well - Ensure that groups are mixed (boys/girls) - Expectations re dress code need to be made clearer - Expectations re behaviour/conduct need to be made clearer - Clear procedures needed for any student who needs to be sent home - Greater range of activities for students to complete during the day if they have downtime • Year 10 interview workshop ran successfully again this year. Feedback from previous year taken into account ensuring that groups did not finish early and that interviews would be done in front of the group rather than one on one so all students are engaged. • PAL assemblies ran well this year apart from ESA (Year 9) 	<p>student behaviour) but some speakers questioned whether it would be better to run a "spotlight" session where the whole year group heard from <u>each</u> speaker for a much shorter time rather than only hear from x4 speakers for 20/25 minutes. MK to pass this onto organiser to discuss for next year.</p> <ul style="list-style-type: none"> • Feedback from the Year 10 Interview Morning was very positive (re student behaviour/engagement) but as with previous years, some groups finished slightly earlier than others and some of the speakers interviewed students individually/separately rather than in front of the group. MK to pass this onto organiser to try and ensure greater consistency across each group. • Year 10 two-day work experience (Communities 1st) took place for all students this year for the second time. • Communities 1st felt that the programme was successful and there were many examples of students who were singled out for praise for their engagement and
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		<p>ordinate timings a little better with all of the interviewers.</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 continue/expand in 2023-24: <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 	<p>where they were unable to find a suitable date.</p> <ul style="list-style-type: none"> • Capital City College Group invited in for the first time year (year 10 assembly) and this will be repeated next year aswell. • Sky Studios and ASK sessions for Year 10-13 feedback that corridors were quite noisy during lunchtime sessions. MK will look for more suitable rooming for next year. • Year 10 employability challenge programme (ORT JUMP) expanded this year and programme was improved based on feedback from previous year. For example, the dates were (better) aligned to our calendar. • Feedback from Year 12 ORT JUMP Working Skills afternoon was very positive and we will look to run the same event next year. • Feedback from year 12 "Talk the Talk" day was that timings were difficult as we had to run the programme on Prize Day where the timetable was reduced to a half day. If we run the day again we will ensure this does not happen again. 	<p>contributions during the placement.</p> <ul style="list-style-type: none"> • However, they also felt that there was some inconsistencies in student engagement and effort. • Supervisors felt that two days is not actually a long enough placement for students to really build a relationship with colleagues and have a meaningful experience with a great(er) range of tasks • Student's attendance declined over the course of the year as more parents/students were concerned about the impact of missing x2 days of school and so the decision has been made that we will trial a more traditional work experience model next year similar to Year 12 where Year 10 students will all be off timetable for the final week of school and will be able to choose their placement. • Communities 1st will still be happy to offer themselves as a placement for this week for a small number of students. • The Year 10 employability challenge was expanded again and
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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> <p>MK to survey Year 10 students following Work Experience placement</p>	<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: • 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 	<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 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. • Student feedback to "Talk the Talk" workshop 	<ul style="list-style-type: none"> • Increasing number of students attended the ASK workshops (Year 12 and 13) and Apprenticeship Evening. • More students participated in mock Apprenticeship interviews than in any previous year (approx. 15). • Some students felt their participation in "Generation Hertsmere" careers fair was pre-determined by poor grades. This is something MK has brought up with Careers & Enterprise 	<ul style="list-style-type: none"> • Very low uptake from Year 13 for careers events this year (e.g. ASK workshops, alumni interviews) • Approximately 75% of Year 10 students completed the placement. A number of students/parents were reluctant to miss x2 days of school in the middle of the year. • 49% of Year 10 students agreed/strongly agreed that they enjoyed the Work Experience placement.

		<ul style="list-style-type: none"> • 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 and so it was not discussed in JLT meetings as it was felt it would not provide a fair evaluation of the programme. • UCAS day was run in full and in person this year and included our annual alumni university 	<p>(year 12) was very positive and this is part of the reason it will now be incorporated as an annual part of the programme.</p> <ul style="list-style-type: none"> • 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 12 and 13 students this year. 	<p>Company given the limited number of places for students.</p> <ul style="list-style-type: none"> • Students really enjoyed the "Sky Up" pilot programme and expressed excitement that we would be able to participate in future years. • Students completed a survey to reflect on their work experience at Communities 1st. Most students enjoyed the experience and found it worthwhile although there were some constructive feedback about the nature, range and frequency of tasks which has been passed onto Communities 1st with a view to improve the supervision/programme for next year. • Sixth Form students sent Careers Survey in May 2024. Feedback from Sixth Form students was largely positive (37 responses). We removed the "middle" option so parents could choose on a 1-4 scale (strongly agree, agree, disagree, strongly disagree) • Uptake of the survey was very poor and this can be addressed in future by sending it out earlier, especially when Year 13s are still in school. 	<ul style="list-style-type: none"> • 57% of Year 10 students agreed/strongly agreed that they found the Work Experience placement useful • 76% of Year 10 students agreed/strongly agreed that they were well supervised during the placement. • Students commented that: <ul style="list-style-type: none"> - The staff were lovely - They learnt a lot about the work environment - They were grateful for the experience - Some of the tasks were boring and took too long - Some students did not enjoy working in an office environment - Some students wanted a better range of tasks to do - Some students felt they were bored some of the time - Some students wanted to choose their own placement - Many students found it difficult to catch up with work/homework as a result of the placement • Year 7 students felt that the KS3 Careers
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		<p>fair which was a success (over 25 alumni students).</p> <ul style="list-style-type: none"> • 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. 		<ul style="list-style-type: none"> • 71% of students strongly agreed/agreed that they given sufficient advice and support in choosing their Sixth Form options • 83% of students strongly agreed/agreed that they are studying the right course for them • 85% of students strongly agreed/agreed that they are/were well informed about the various post-18 pathways • 62% of students strongly agreed/agreed that they utilized Unifrog effectively to help with their post-18 choices • 76% of students strongly agreed/agreed that they received sufficient guidance in applying for university • 65% of students strongly agreed/agreed that they had received a wide range of information regarding virtual work experience opportunities • 43% of students strongly agreed/agreed that their work experience was valuable • 95% of students agreed (YES/NO) that the school provide 	<p>Morning was a little repetitive and some feedback that they were a little boring and would have preferred to have heard from all the speakers. This is similar to the feedback from the employers and we may look to run this event in a different way.</p> <ul style="list-style-type: none"> • Most Year 10 students found the Interview morning extremely useful and enjoyable. • Year 10 students felt that the x3 day ORT Employability Programme was really enjoyable and useful but felt that the time of year was difficult as it was so close to EOY 10 exams.
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				<p>sufficient opportunities to make appropriate decisions about their future</p> <ul style="list-style-type: none"> • 71% of students strongly agreed/agreed that the careers/post 18 provision in the Sixth Form is well delivered • Very few students added additional comments. • The timing of the survey this year was ill thought out and meant that very few students responded, mainly because Year 13s had already left. When it is sent out in future years it will need to be done earlier in the year to get a better picture, especially from Year 13 students. 	
The Careers and Enterprise company	MK to continue to meet with EC (Enterprise Co-ordinator) and EA (Enterprise Advisor) to continue to audit current provision and support MK.	<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 year 10 focusing on interview technique. 	<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 	<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 (West Herts, ESA, Sky Studios) • EC extremely helpful in setting up Year 10 work experience programme at Communities 1st which 	<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 EA in person to ensure it is being completed appropriately. • EA supported MK with additional contacts to fulfil PAL legislation (Power of Events) • EC supported MK in running Key Stage 3 Careers Morning (June) to further fulfil Gatsby Benchmarks

		<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. 	<p>has enabled us to complete Benchmark 6.</p> <ul style="list-style-type: none"> • EA provided me with additional contact details of local independent training providers to help fulfil PAL for 2024-25. • Main target for 2024-25 will be to develop a Careers Day for Key Stage 3. MK will liaise with EA/EC to consider different options and involvement of professionals. 	<ul style="list-style-type: none"> • EA has given guidance and advice to MK regarding upcoming changes to Gatsby benchmarks and new legislation starting in September 2025. • MK working with new EA as of June 2025
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