



Careers

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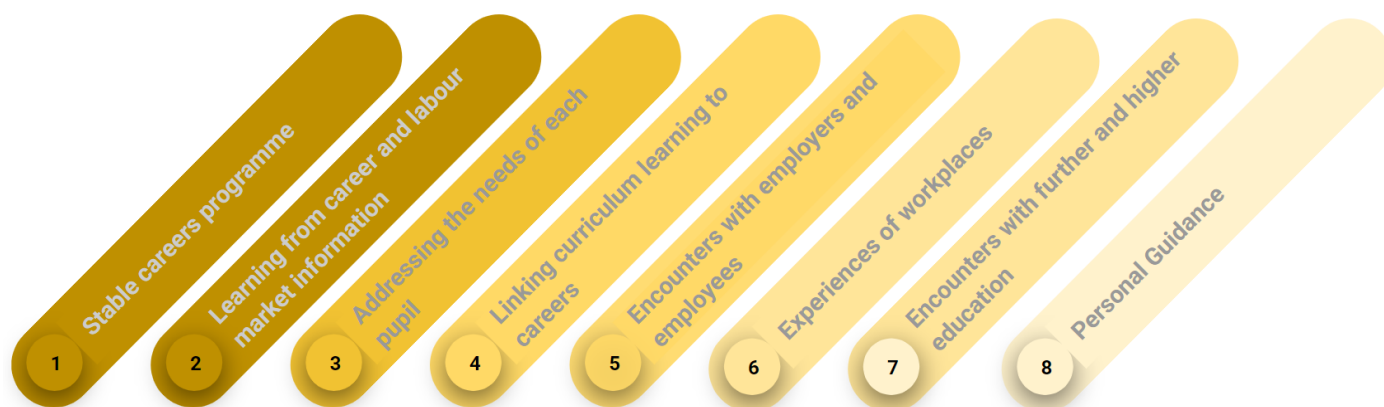
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1. Gatsby Benchmarks

Hillcrest follows the Gatsby Benchmark created by Sir John Holman on behalf of the Gatsby Foundation. They offer a clear structure for a careers program and define what world-class careers provision in education looks like. The benchmarks are a part of the statutory guidance that schools follow. Gatsby also has specialised resources tailored to implementing the benchmarks in SEND provisions.

The 8 Gatsby Benchmarks:



2. Careers Team

The team consists of 4 members - Alison Miller (SLT Lead), Fran Noble (Lead), Lindsey Cadwallender (Support) and Angela Preston (Support). The classes have been allocated a key member of the team as their first point of contact.

The assigned team members are responsible for:

- Being the classes first point of contact
- Answering questions
- Provide individualised resources
- Help organise trips
- Arrange visitors/experiences
- Responsible for uploading your evidence onto Compass+

Alison	
Fran	➤ JP
	➤ NM
	➤ Discover
	➤ SM
Lindsey	➤ MP
	➤ LM
	➤ GM
	➤ CB
Angela	➤ RB
	➤ SK
	➤ MW
	➤ KG



3. Compass+ and Evaluations

Compass+ is a tool developed by The Careers & Enterprise Company which aids schools to manage, track and report on the school's careers programme. It allows us to track individual progress as well as across classes, year groups and key stages. It creates a career learner record for each student as well as tracking their intended destinations.

Link: <https://auth.careersandenterprise.co.uk/compassplus>

Data collated from Compass plus:

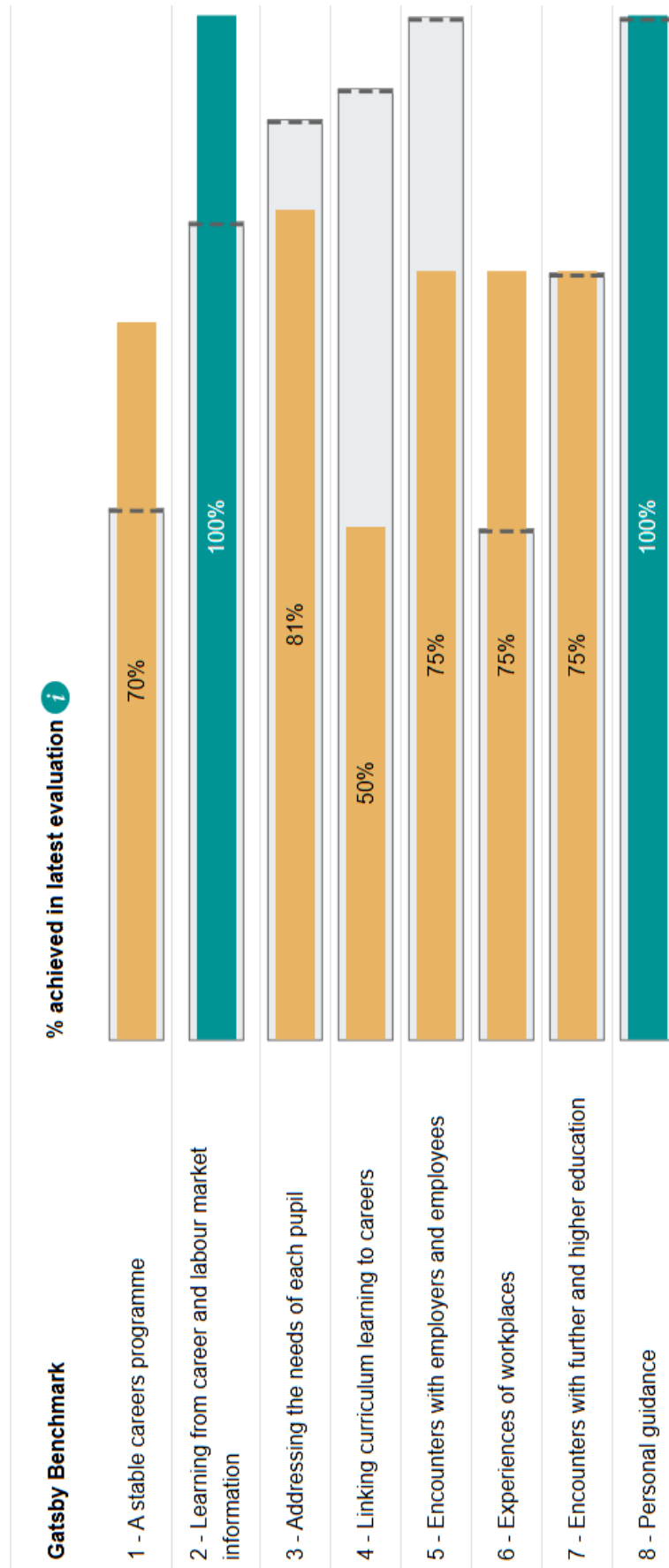
- **School Evaluation** - completed every term to track progress towards achieving the 8 Gatsby Benchmarks.
- **Internal Leadership Report** - completed by SLT and Careers team, reviewed each year to help reflect on the quality of careers provision. Provides a more in-depth analysis.
- **Student Questionnaires** - The Future Skills Questionnaire (FSQ) captures learner voice and gives learners an opportunity to reflect on their career-related knowledge and skills - completed once a year. There are 3 different formats we use - SEND Report (KS3), GCSE Years (KS4), Post-16 (KS5).
- **Interests and Destinations** - allows schools to track what the most popular post-16 routes are. Help with sixth form preparations as well as providing suitable experiences for students. Allows for their careers education to be tailored to their interests.
- **Learner Reports** - used to collate all information regarding the student, including their questionnaire answers as well as which benchmarks they have been working towards.



Current data: 27.3.25

Compared to last: 14.11.24

School evaluation





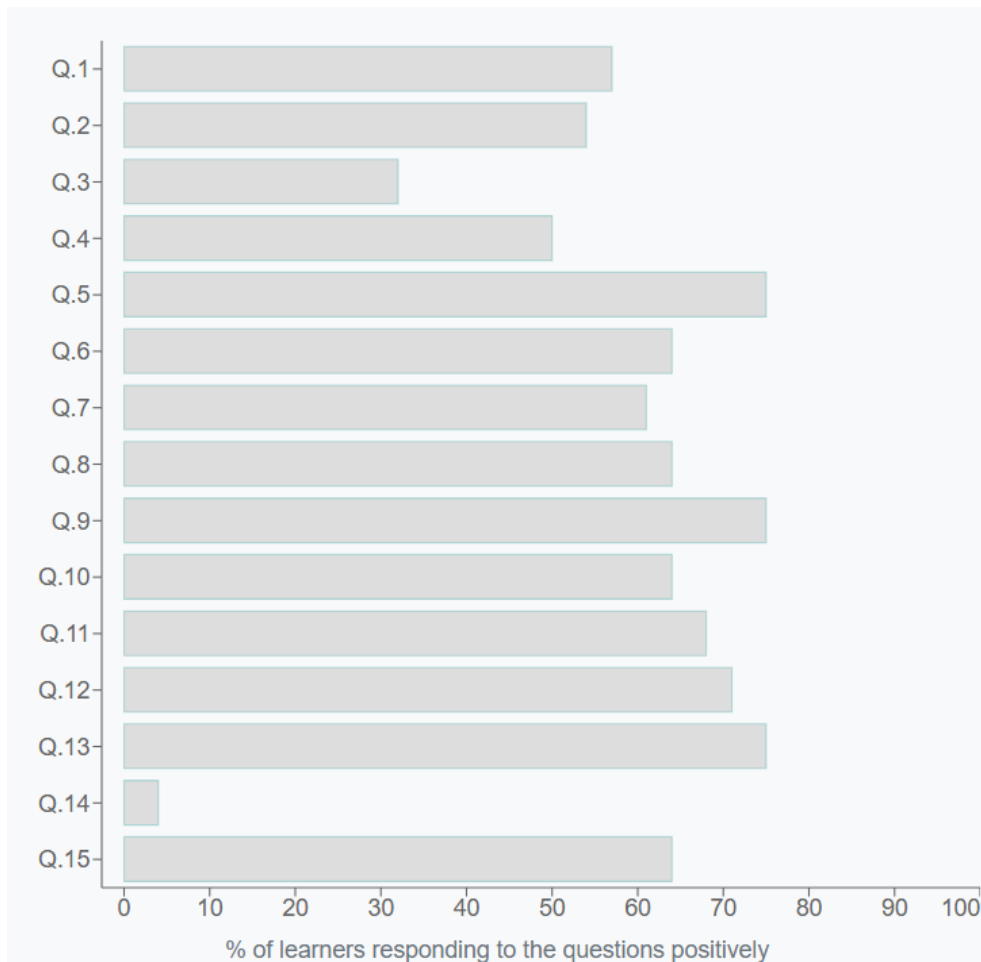
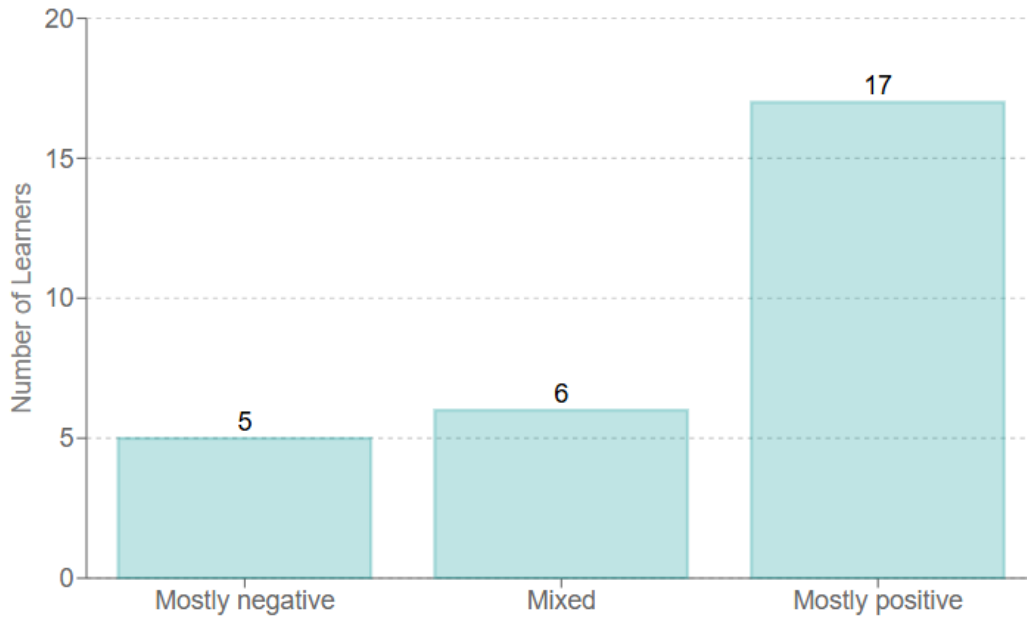
Internal leadership report

Maturity model Statement	Indicator of maturity			
	Response 1	Response 2	Response 3	Response 4
1.1 Distributed careers leadership	Bar chart showing maturity level			
1.2 Leaders' vision	Bar chart showing maturity level			
1.3 Strategic careers planning	Bar chart showing maturity level			
1.4 Strategic careers leadership	Bar chart showing maturity level	Bar chart showing maturity level		
1.5 Governance	Bar chart showing maturity level			
1.6 Careers Hub engagement				
1.7 Enterprise Adviser engagement				
2.1 Career learning journeys	Bar chart showing maturity level			
2.2 Addressing the needs	Bar chart showing maturity level	Bar chart showing maturity level		
2.3 Recording systems	Bar chart showing maturity level			
2.4 Destinations data		Bar chart showing maturity level		
2.5 Learner perception		Bar chart showing maturity level		
2.6 Stakeholder voice				
2.7 Quality assurance	Bar chart showing maturity level			



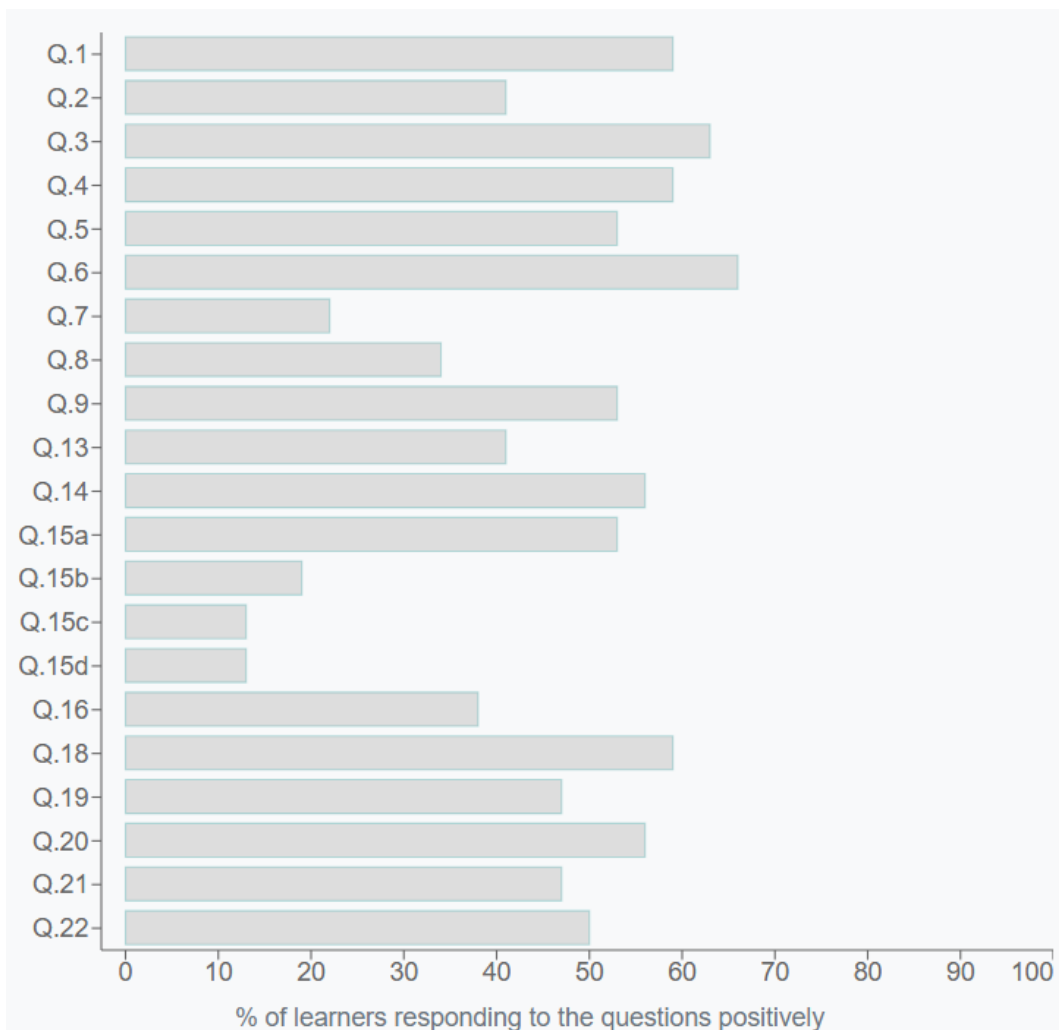
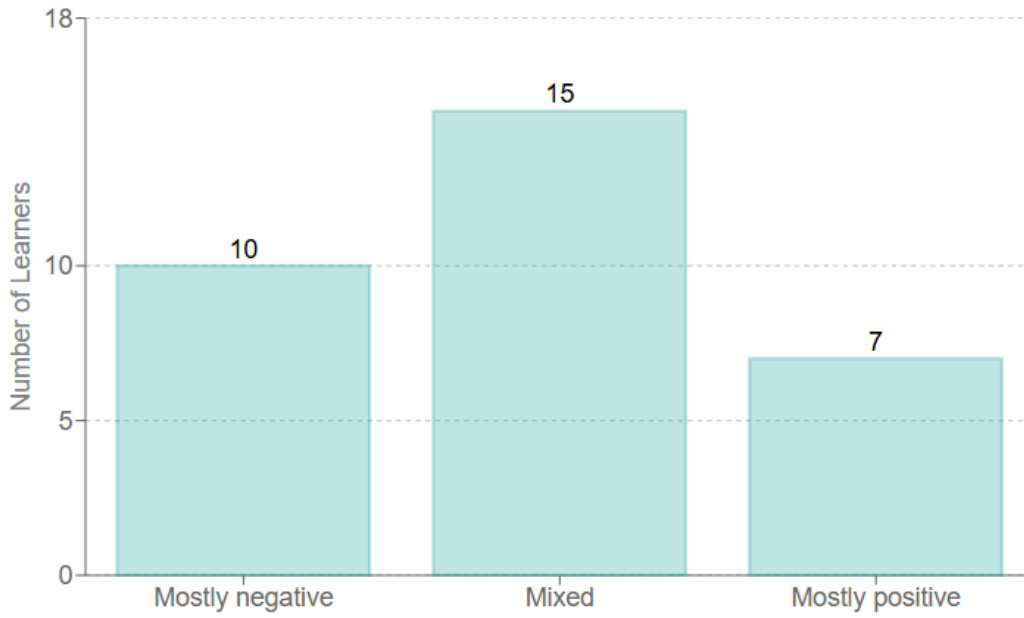
Questionnaire Results

SEND Report (KS3)



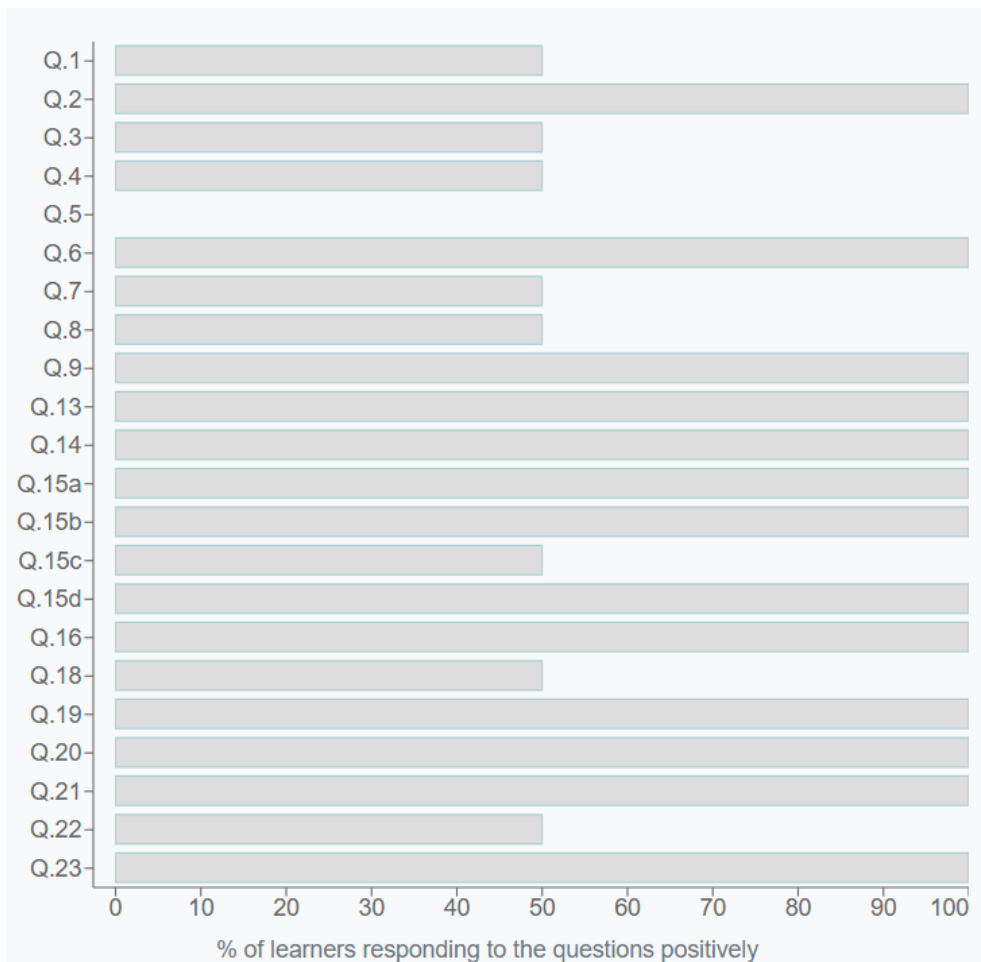
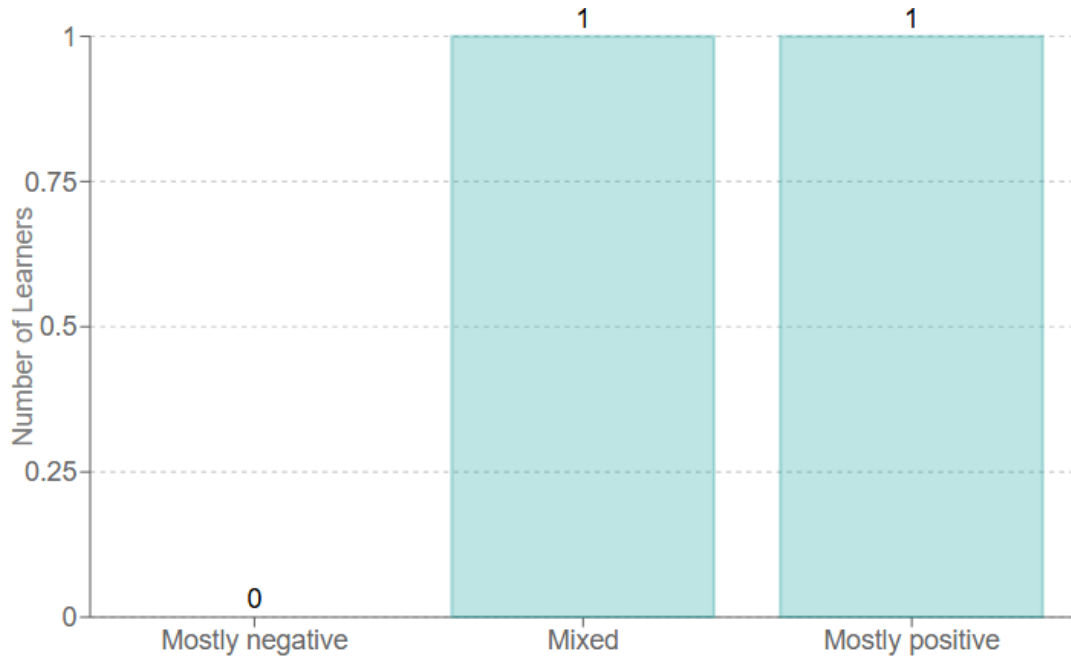


GCSE Years (KS4)





Post-16 (KS5)





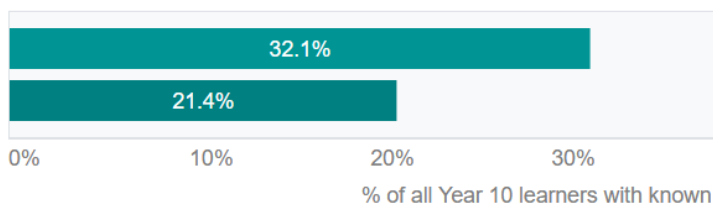
Interests and Destinations

Year 10

1st preference routes

53.6%
 You've recorded intended destinations for 53.6% of learners in Year 10

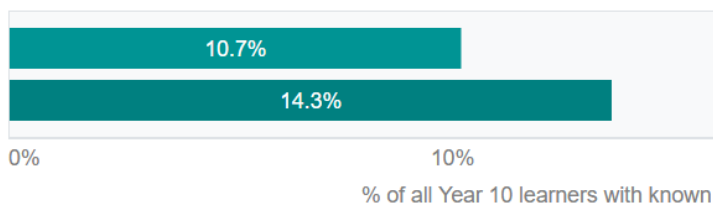
Other
 Sixth form



2nd preference routes

25%
 You've recorded intended destinations for 25% of learners in Year 10

Other
 Sixth form

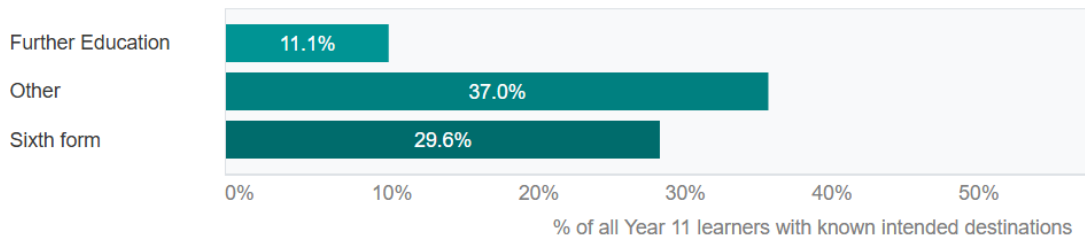


Year 11



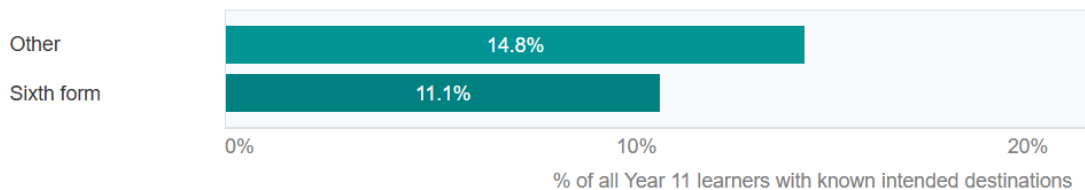
1st preference routes

77.8%
 You've recorded intended destinations for 77.8% of learners in Year 11



2nd preference routes

25.9%
 You've recorded intended destinations for 25.9% of learners in Year 11



Learner Reports Example

It shows what benchmarks the students have worked towards and those they have not.

Gatsby Benchmarks

See how this learner is tracking against Gatsby Benchmarks 2-8, in line with the planned and completed activities that have been created for them across all their academic years.

Benchmarks	Planned activities	Completed activities
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	✗	✗

It shows all the activities that they have completed.



Activities

The learner has the following activities listed.

Activity Name	Start Date	End Date	Main Category	Sub Categories	Status
LM-Learning objective labels	14/01/2025 00:00	14/01/2025 00:00	GB2 - Embedded in curriculum	GB3 - SEND and vulnerable students	Completed
LM- Challenged stereotypes	17/01/2025 00:00	17/01/2025 00:00	GB2 - Embedded in curriculum	GB3 - SEND and vulnerable students	Completed
LM - Jobs in Computing	20/01/2025 00:00	20/01/2025 00:00	GB2 - Information about the labour market for students	GB2 - Embedded in curriculum	Completed
LM- Learning objective labels	21/01/2025 10:00	21/01/2025 10:30	GB2 - Embedded in curriculum	GB3 - SEND and vulnerable students	Offered - Absent
LM Maths money skills	28/01/2025 10:15	28/01/2025 10:45	GB2 - Embedded in curriculum	GB3 - SEND and vulnerable students	Completed

It shows their answers to the Future Skills Questionnaire.



Future Skills Questionnaire

Questionnaire Type: SEND

Academic year: 2024/25

Check responses sent on 17/12/2024.

Q.1 Have you learned about different careers other than those of your family or carers?

Yes, to some extent

Q.2 Do you know how to find information about jobs and careers?

Yes, to some extent

Q.3 Do you know how to find out how much you could earn in different types of jobs?

No, not yet

Q.4 Have you thought about how jobs and careers may change in the future?

Possibly, I'm not sure

Q.5 Do you understand the options you have for education and work after you leave school?

Yes, to some extent

Q.6 At the moment, what do you think is the most likely next step after school/college?

Further education college

4. Whole School Overview



Year 7

The world of work

Introduction to the Labour Market
English & Science sector
Computing & Drama sector
Music & Physical Education sector
Religion & Languages sector
History & Geography sector

Year 8

Skills for the future

Which jobs require different skills
Critical thinking & Problem solving
Digital Skills
Teamwork
Leadership
Motivation

Year 9

Your Choices

Routes after school & Finding interests
Retail
Health Care
Professional, Technical and Scientific
Administration
Further Education

Year 10

Exploring Careers

Retail
Health Care
Construction
Business
Manufacturing
Creative & Digital

Year 11

Moving on

Academic Pathways
Vocational Pathways
Occupational Pathways

Year 12/13

Managing your next steps

Exploring next options & What are you
working towards?
Jobs of the future
Apprenticeships
Colleges
Preparing for Adulthood

5. Key Stage Passports



Every student will have a Careers Passport. This document will move with the student throughout school and be updated when needed. This document allows for us to highlight what the students may need to work on as well as what they are aiming for so that we can tailor their careers.

KS3 Careers Passport

Name: _____ **Year:** _____ **Class:** _____

Favourite Subjects:

--	--	--

Current Interests / Hobbies:

--	--	--

Current Industry Interests:

--	--	--

Current Job Interests:

--	--	--

KS4/5 Careers Passport

Name: _____ **Year:** _____ **Class:** _____

Employability Skills:

<input type="checkbox"/> Communication	<input type="checkbox"/> Teamwork	<input type="checkbox"/> Problem Solving
<input type="checkbox"/> Digital Skills	<input type="checkbox"/> Finance Skills	<input type="checkbox"/> Critical Thinking
<input type="checkbox"/> Self-Management	<input type="checkbox"/> Creativity	<input type="checkbox"/> Leadership

Current College/Apprenticeships Interests:

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Qualifications currently working towards:

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Current Industry/Job Interests:

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6. Partners



We aim to work with as many organisations as possible to ensure we provide our students with a breadth of experiences and knowledge. The aim is to form close working relationships so that we can utilise all opportunities for our students. These could include guidance on the careers programme, workshops, workplace experiences, college visit etc.

Current list of Careers Partners:

Apprenticeship Support and Knowledge Programme (ASK)	Workshops, Talks
Azure	Workplace/Educational visits, Careers Fair
Buzz Learning	Educational visits, Careers Fair
Department for Work and Pensions	Advice and Guidance
Education Development Trust	Advice and Guidance
Hartford Court	Volunteering opportunities
Kier	Workshops
National Careers Service	Advice and Guidance
Newcastle College	Educational visits, Careers Fair
Newcastle United Foundation	Workshops, Educational visits, Careers Fair
North East Apprenticeship Ambassador (NEAAN)	Advice and Guidance, Talks
North East Combined Authority	Advice and Guidance
Northumberland College (Ashington & Kirkley)	Workplace/Educational visits, Talks, Careers Fair
Northumberland County Council	Advice and Guidance
Northumberland Skills	Educational visits, Careers Fair
Speakers for Schools	Talks, Inspirational Webinars
Tynemet/TyneCoast College	Educational visits, Careers Fair