

Harborne Academy Gatsby Benchmark Overview

As an Academy, we are committed to ensuring our students receive the best possible start in life and are determined to maintain the Gatsby Benchmark. Below is an outline of how we plan to remain compliant with the organisation's requirements and continue to provide our students with the tools that will serve them later in life.

Gatsby Benchmark	Harborne Academy Strategy
A stable careers programme.	<ul style="list-style-type: none"> • Students will have a number of different opportunities in Tutor Time to explore different careers. • Students will continually be exposed to different career paths and each year will allow students to build on their own career path.
Learning from career and labour market information.	<ul style="list-style-type: none"> • Information regarding careers will be embedded within curriculum areas. • Students will receive virtual assemblies from speakers belonging to specialist careers.
Addressing the needs of each pupil.	<ul style="list-style-type: none"> • KS3 students will fill out 'My Career Plan' booklets to help them understand a range of careers and explore their future careers options. • KS3 students will have access to KUDOS Careers providing them insight in to their future career choices that they would like to undertake. • SEND students will receive bespoke careers advice from the Birmingham Careers Service. • MAHP students will have the opportunity to have guest speakers and attend virtual masterclasses to explore potential future career choices.
Linking curriculum learning to careers.	<ul style="list-style-type: none"> • All subject areas will have to map their curriculum schemes of work linked careers. • All subject areas will include a display board informing students of careers available to them stemming from specific subject areas.
Encounters with employers and employees.	<ul style="list-style-type: none"> • Students at KS3 and 4 will have the opportunity to see guest speakers from a range of industries conduct assemblies and workshops.
Experiences of workplaces.	<ul style="list-style-type: none"> • Every Year 10 student will be offered virtual work experience opportunities taking place throughout the year.
Encounters with further and higher education.	<ul style="list-style-type: none"> • All students at KS3 and 4 will have the opportunity to attend virtual careers fayres which provides them with wide access to a number of different careers and will include different further and higher education providers.

Personal Guidance

- **Students will be offered a careers interview in Year 11 to ensure they have the correct path for them for when they leave the Academy.**
- **During Tutor Time and PSHE Days, students are given guidance which allows them to continue to build on their own career path.**

Harborne Academy will review this strategy each academic year by completing feedback questions to understand whether students require further support with their careers plans.