



Interested parties can access more information about the Gatsby Benchmarks [here](#).

Benchmark and summary	What we do
<p>1. A STABLE CAREERS PROGRAMME</p> <p>Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.</p>	<p>Our School Careers Programme, backed by the Senior Leadership Team and the Governing Board, is published on our website for anyone to access under Careers and Work Placement - The Burgess Hill Academy</p> <p>Linda Dorgan is our Careers Leader is responsible for the programme. She has a Level 6 Qualification in Careers Leadership.</p> <p>We evaluate the programme and each of the activities within it annually, utilising the following:</p> <ul style="list-style-type: none"> ● The Compass Careers Benchmark Tool provided by the Careers and Enterprise Company ● The Gatsby benchmarks and the ‘Good Career Guidance’ report ● Student surveys ● Focus groups with teachers delivering aspects of the programme ● Our destinations data ● Questions and feedback from parents ● Feedback from employers who have contributed <p>We are supported by our Local Governing Body with a governor, Simon Boyle allocated to Careers and Helen Lewis for Community. We are also supported by an Enterprise Coordinator from Coast to Capital, Eppie Silverman and an Enterprise Adviser, Terry Wilmott from local business, Carnabys.</p>

<p>2. LEARNING FROM CAREER AND LABOUR MARKET INFORMATION</p> <p>Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information</p>	<p>We run careers lessons for each year group through our Citizenship programme from Year 7.</p> <p>We bring in speakers from a wide range of work areas beyond the traditionally known professions, to expand students' awareness of labour market opportunities and give them an up to date understanding of career paths.</p> <p>Through a business networking breakfast, Year 10 students have the opportunity to meet with local employers and find out about the range of opportunities available to them in the local area.</p> <p>We run information sessions for parents at the same time as we're beginning to support their child through a Key Stage transition, to ensure that they are involved and well-informed about the options and the impact of these choices. In these, we also signpost parents to the TBHA Careers page on which we have curated useful resources, guides and links to reliable sources of information.</p> <p>We employ an independent careers adviser through Elev8careers and all year 11 students receive a 1-1 meeting with them. In addition they meet with all pupil premium students in every year group either through an Aspirations workshop or during 1-1 meetings. Our careers adviser is also available during Year 11 Post 16 Information Evening.</p>
<p>3 ADDRESSING THE NEEDS OF EACH PUPIL</p> <p>Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A</p>	<p>We employ the services of a Level 6 qualified careers adviser from Elev8careers and respond to the career guidance needs of students as they arise. We write up notes after these 1-1 meetings, which are saved confidentially and shared with the students.</p> <p>Our Careers Leader has an open-door policy for careers, for all year groups.</p>

<p>school's careers programme should embed equality and diversity considerations throughout.</p>	<p>We actively promote 'widening participation' university opportunities. Careers support contributes to 'cultural capital' - providing exposure to the knowledge, opportunities and experiences that will help students to thrive and that will positively impact their awareness, ambition and ability to move on to positive and sustained destinations.</p> <p>Currently, in each engagement with employers/employees we represent a variety of work areas and workers of different ethnicities and we encourage all students to consider a full range of industries and careers. We also run activities specifically aimed at certain groups of students such as; attending the Woodlands Meed SEND Careers Fair and having disengaged students mentored through the Dare to Dream programme.</p> <p>The destinations of our students are overseen by our Careers Leader and published on our website.</p>
<p>4 LINKING CURRICULUM LEARNING TO CAREERS</p> <p>All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.</p>	<p>We will be running careers sessions during National Careers Week 2024. These will add to the conversations about careers and skills already happening regularly in lesson time and the career pathways displayed on posters in the relevant subject teaching areas.</p> <p>At TBHA, STEM subjects are already held in very high regard by students and parents, as evidenced by the high take-up of the core sciences and maths. However, in the careers programme balance is paramount and we also promote the benefits of arts, humanities and social science pathways and a broad curriculum.</p> <p>Other examples of careers in the curriculum include the maths department running a finance week in Key Stage 3. School trips (e.g. for Geography Swanage/Brighton) often involve meeting people who work in a related field and taking part in national challenges such as Digital Day</p>

	(digital marketing competition supported by local advertising agency) enlighten students on a variety of pathways.
<p>5 ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES</p> <p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment opportunities including visiting speakers, mentoring and enterprise schemes.</p>	<p>National Careers Week, in March 2024, will include an Engineering Assembly followed Bridge Building activity supported by Engineers at Gatwick Airport for Year 7 and Year 10 will meet a variety of employers in a Business Networking breakfast. For National Apprenticeship week, Years 7-11 will have visits from Apprenticeship Providers and Year 11 students will have the opportunity to attend an Apprenticeship Workshops. Parents will have the opportunity to attend a virtual Apprenticeship Information Evening supported by Amazing Apprenticeships</p> <p>We have a number of employers who support our assembly programme, such as; Aneela Rose - Rose Media with a fantastic breaking barriers assembly - Year 7 and 9, Captain Kate West from EastJet on her career as a pilot - Year 7 and 8, First Central Insurance mentors through the Dare to Dream Programme from LoveLocalJobs Foundation - Year 9, Year 10 will meet a number of employers during their Business Networking and work experience week.</p> <p>We will be taking interested groups to workplaces, e.g. MyPTHub (Technology), Gatwick STEM Centre</p> <p>We invite alumni back to talk about their career paths, the reality of their jobs (for good and bad), what has helped them find their direction and what's valued in their industry.</p> <p>We are also in the process of further developing our relationships with employers, working with the East Sussex Careers Hub.</p>

<p>6 EXPERIENCE OF WORKPLACES</p> <p>Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<p>Students have the opportunity of visits to a variety of workplaces throughout their time at the Academy. In addition, Year 10 have the opportunity of one week of work experience in April. In addition, a number of business challenges take place throughout their school life.</p>
<p>7 ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION</p> <p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<p>Throughout the school year, we invite a number of Post 16 vocational colleges such as; Crawley College, Plumpton College, Brighton MET College into the academy for assemblies. These assemblies take place for every year group.</p> <p>In addition, We introduce apprenticeships through assemblies and workshops for Year 10 and 11 students with Amazing Apprenticeships. Our Post 16 Information Evening introduces students and parents to technical education qualifications like BTECs and T Levels and how they differ from A Levels. We publish information about a variety of qualifications and subject areas on our Post 16 Information booklet “Your Choices”. This is backed up by advice we give in individual meetings with students and can be seen in our meeting notes. We ran a session on making the most of open evenings and highlighted local college and sixth form open evening dates. Year 11 students receive presentations from every local Sixth form provider and we have over 20 exhibitors at our Post 16 Information Evening from colleges, sixth forms, independent sixth forms, apprenticeship providers and local employers with apprenticeship schemes.</p> <p>Every year group receives sessions with the University of Brighton Outreach - through the University Game for Year 7, Fresher’s Fortune for Year 8, Decision Making for Year 9, Study Skills for Year 10 and University Life for Year 11.</p>

<p>8 PERSONAL GUIDANCE</p> <p>Every pupil should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>Every Year 11 student is offered a 1-1 appointment with our independent careers adviser from Elev8careers. 98% took this offer up in 2021.</p> <p>Pupil premium and EHCP students in every year group get to meet with our careers adviser either throughout workshops in Year 7-9 or 1-1 meetings in Year 10.</p>
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