

Ermysted's Grammar School Careers Development Plan 2024-26: SDP Personal Development C4 Embed careers provision, including advice on Post-16 options
The Gatsby Benchmarks

Careers education will focus on the eight Gatsby benchmarks:

1. A stable careers programme
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.

Compass Tool self-evaluation results summary included on page 8 – updated in November, March and June of each academic year.

<i>Developments 2024-26</i>	<i>Gatsby Benchmark</i>	<i>Date achieved</i>	<i>Evaluation of Impact July 2025</i>	<i>Actions Sept 2025-2026</i>	<i>Evaluation of Impact July 2026</i>	<i>Actions Sept 2026</i>
<p>Training for new Careers Lead and Careers Coordinator GB to support careers Coordinator with training on Unifrog and how to record key events</p> <p>Extend use of Unifrog across subject staff i. Provide further in-house opportunities to demonstrate how to find and record careers events on Unifrog to support subject specific links this process.</p> <p>ii. New Careers lead to work with DH curriculum and HoF to explore how best to support and record GB4 through Unifrog resources and to explore further training opportunities for staff.</p>	all	Dec '24	-Careers Coordinator attended Unifrog training. Careers Lead attended NYPEB training and webinars and training on new UCAS Personal Statements	-New CEC Academy training for GB and new Careers Coordinator for Sept 2025; NYPEB webinars. GB on waiting list for L7 qualification.		
		June '25	-UCAS Unifrog training provided to staff May 2025.	Training for staff on INSET on new DfE 2025 Careers Guidance.		
		Nov' 24	Curriculum in Careers reviewed 2024-25 with HoF.	Work with DHT and HoFs to implement		

				enhanced 2025 GB4.		
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<p>2. Review and refine careers lessons SOL and careers within subject specific curriculum:</p> <p>i. New Careers team to review Schemes of Learning and adapt or update as necessary with additional and current resources</p> <p>ii. Continue to explore ways to strengthen GB 2 LMI and work closely with PSHCE coordinator to ensure the careers curriculum is within the programme</p> <p>iii. Work with DH curriculum and HoF to ensure careers opportunities in subject areas are promoted, signposted and audited.</p> <p>iv. Extend subject specific displays further including more reference to creative careers.</p> <p>v. Embed and extend links made with other providers: Explore how membership to the NYBEP Hub can further support careers programme and funding opportunities, identified through Compass Tool. Early review of July enrichment week activities and planning</p>	1, 2, 3, 4	<p>Mapped by Dec '24</p> <p>By Dec'24</p> <p>Start Nov '24 then ongoing</p> <p>By March '25</p> <p>Ongoing-enrichment plans by Dec 24</p>	<p>SOL Reviewed – new Enrichment Carousel Careers units created and resourced for Y9</p> <p>Personal Finance in Enrichment Carousel spiralled alongside Y9-Y11 PSHCE; Y12/Y13 PSHCE including how to get the most out of WEx, workplace ethics and employment law.</p> <p>See Careers in Curriculum 2024-25 for impact</p> <p>Subject displays extended by HoF/AHoF and Faculty Prefects (eg. Humanities, English and Science).</p> <p>Explored upgrading to Compass Plus following NYPEB</p>	<p>SoL to be reviewed again to ensure compliance with 2025 GBs and 2025 Careers Guidance.</p> <p>Assemblies in KS3 and KS4 on LMI use in Unifrog and from local providers.</p> <p>More meaningful curriculum implementation</p> <p>Review displays</p> <p>Compass Plus to be rolled out from Jan/Feb 2025.</p>		

for July 2025 is important to maintain and develop links further. Look to devolving leadership of these activities to other lead staff.			Conference and online webinars			
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<p>3. Increase information and encounters with Higher Education providers in all year groups:</p> <p>i. Explore how to expose KS3 to more encounters with Educational providers in a meaningful way. EG invite universities into assemblies for Y7 upwards so that all year groups have at least 2 encounters with Higher Education providers per year.</p> <p>iii. Explore further opportunities for parents to receive information about Higher Education providers</p> <p>iv. Update of lecture programme an ongoing process. Aim to build in further representation of creative careers, and continued reference to Higher level apprenticeship route.</p>	5,7,8	ongoing Jan 2025 ongoing	<p>Ongoing development – Careers Fair saw numerous HE providers; continue to implement 2025-26.</p> <p>New Post-18 Destinations Evening for Sixth Form; Curric Evening for GCSE Options.</p> <p>See lecture programme speakers</p>	<p>Broader range of universities to be targeted.</p> <p>Ongoing.</p> <p>Ongoing.</p>		
<p>4. Embed processes to support pupils in advising on the next stage in their education</p> <p>i. Interviews Post 16 to continue</p> <p>ii. Collaborate with SGHS and review where best to place Post 16 options evening and the marketing of this event.</p> <p>iii. Following feedback from parents about desire for more face to face contact with school, review options for Y8 options evening to be held on the School site 2025</p> <p>iv. Explore possibility of interviews/further training for Post-18 to prepare them for next stage including</p>	1, 3, 4, 8	Dec 2024 Dec 2024 Jan 2025 Nov 2024-Feb 2025	<p>Completed</p> <p>Completed – options evening now in Nov.</p> <p>Completed</p> <p>Roll out of NGSA Coordinated</p>	<p>Roll out new CEC FSQ to students.</p> <p>Ongoing review.</p> <p>Curric evening on-site, options virtual – reviewed.</p> <p>Extend NGSA interviews.</p>		

working with AS on November Multiple Medical Interviews for second consecutive year on site. v. Explore further alternative provision for independent careers advice service.		Feb 2025	Interviews with Ripon Grammar. Ongoing.	Continue to explore.		
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5. Continue to build in opportunities to promote apprenticeships. i. Raise profile of apprenticeship-ensure apprenticeships delivered both through Careers fair and assemblies 2024-25 in order to maintain PAL legislation of at least 2 encounters in Y8/9, Y10/11, Y12/13 iii. Explore alternative option to Craven College for sharing information about T-levels, perhaps through Unifrog presentations shared during assembly time.	1,5,8	spring term 2025 autumn 2024	Accountancy and engineering assemblies for Y8/Y9, Y10/Y11 and Y12/13. Enrichment Week Activities for Y9. Assemblies from Craven College (Y11)	Continue to explore local providers. Links formed with Keighley College (GB to attend networking day to invite Keighley College to speak).		
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6. Renew local network of employers	1, 3, 4, 5, 7, 8	Oct 2024				

<p>/ NR, PD to support GB and new careers coordinator, who will also have connections with recent ex-students, to plan for and deliver the Careers Fair. To include coordination with SGHS.</p> <p>Reduce number of schools invited so that talks are accessible to all. Plan recordings of talks so they can be shared with more pupils</p> <p>ii. Explore further networks of local employers, and higher education providers made from the Careers Fair. Include update and promotion of sharepoint resources, showcasing videos with forms, and build on interest raised.</p> <p>Work closely with NYBEP to support own monitoring and networking</p>		ongoing	<p>Careers Fair planned and delivered – see policy for list of providers and programme.</p> <p>Ongoing</p> <p>Ongoing – stronger links formed with stakeholders at NYPEB 2024-25.</p>	<p>Explore possibility of annual (smaller) Careers Fair.</p> <p>Develop stronger links with NYPEB through network meetings, ad-hoc meetings and virtual training.</p>		
<p><i>Developments 2024-26</i></p>	<p><i>Gatsby Benchmark</i></p>	<p><i>Date achieved</i></p>	<p><i>Evaluation of Impact July 2025</i></p>	<p><i>Actions Sept 2025-2026</i></p>	<p><i>Evaluation of Impact July 2026</i></p>	<p><i>Actions Sept 2026</i></p>
<p>7. Explore further methods to measure impact of provision.</p> <p>i. Build in further opportunities for pupil voice at end of each event eg Y11 and Y12 WExp, after enrichment</p>	<p>all</p>	<p>Ongoing-completed by July 2025</p>	<p>Ongoing.</p>	<p>Roll-out FSQ to all-pupils as a vehicle for</p>		

<p>days, interviews and the biennial careers fair. Explore use of Future Skills at start and end of academic year to assess impact. Create some specific Careers checklist questions to complete with PSHCE skills checks at end of year</p> <p>ii. Consider use of Compass Tool plus for further monitoring. Work with new Enterprise Advisor (Angela) Aim to host more hub meetings to enable easier access to collaboration and sharing of best practice.</p> <p>iii. Meet with new Careers Governor. New Careers Lead and co-ordinator to make contact with Link Governor-PD and NR to organise transition.</p>		<p>Start Nov 24</p> <p>autumn term</p>	<p>Compass Plus explored.</p> <p>Completed</p>	<p>feedback on Careers Fairs and other Careers opportunities.</p> <p>Compass Plus to be rolled out 2025-26.</p> <p>To be done 2025-26.</p>		
<p><i>Developments 2024-26</i></p>	<p><i>Gatsby Benchmark</i></p>	<p><i>Date achieved</i></p>	<p><i>Evaluation of Impact July 2025</i></p>	<p><i>Actions Sept 2025-2026</i></p>	<p><i>Evaluation of Impact July 2026</i></p>	<p><i>Actions Sept 2026</i></p>
<p>8. Embed second year in-house administration of work experience.</p> <p>i. Use the Unifrog Placements online system to collate Placement forms from employers for 2025 Y10 and Y12 WExp. Earlier identification of places that can take several pupils for WExp needed. Review whether or not WExp parents information evening should be reinstated (a letter was sent 2023-4)</p>	<p>1, 5, 7, 8</p>	<p>Process starts Jan-July 2025</p>	<p>Highly effective Unifrog WEx process for Y12 and Y10. Only 3 without in-person WEx in Y10.</p>	<p>Evaluate where platform could be used more effectively. Training BG (new Careers Coordinator) on platform.</p>		

<p>ii. Embed process of pupils signing up for virtual Work Experience for Y10. Explore how this can be an alternative for pupils attending abroad trips.</p> <p>iii. Support new careers team in organising and delivering Y10 interviews with employers-first time in 3 years.</p>		<p>Planning starts autumn term</p> <p>Jan 2025</p>	<p>Some hybrid WEx experiences (eg. 3 pupils completed 3 days face-to-face and 2 days virtual).</p> <p>Completed.</p>	<p>More effective implementation of in-person WEx (or virtual) for those attending abroad trips.</p> <p>Repeat for 2025-26 but extend range of employers.</p>		
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Compass Tool self-evaluation:

Compass Tool completed termly in comparison to National 2020 results reflects consistency with areas such as benchmarks 1,2,3,4 and 6. Our focus is benchmark 5,7 and 8 for the lower year groups.

Gatsby Benchmark	EGS Benchmark % July 22	Nov 22	Jan 23	June 23	July 23	National	Nov 23	March 24	June 24	National	Nov 24	March 25	June 25			
1	100	94	100	94	94	43	100	88	94	66	88	94				
2	80	100	40	100	100	66	100	60	100	81	100	100				
3	90	100	100	100	100	38	100	100	100	54	100	100				
4	100	100	100	100	100	60	100	100	93	76	100	93				
5	100	100	100	75	50	56	100	100	100	80	100	100				
6	100	100	100	100	100	36	100	100	100	64	100	100				
7	62	70	62	58	75	33	66	75	62	52	66	87				
8	75	62	75	62	75	65	75	75	75	75	75	100				