



Sandringham Careers: Exceptional provision securing the Gatsby Benchmarks for all students

At Sandringham, we are committed to providing the highest quality information, advice, guidance and inspiring opportunities to all students in order to ensure they are fully supported and empowered to shape their future careers. As part of this, we are proud to be able to meet the national Gatsby careers benchmarks and this document outlines our whole-school provision.

Gatsby Benchmark	Sandringham provision
A stable careers programme	Sandringham is committed to securing the best possible opportunities for all students to be informed and empowered to shape their own career pathways. This provision is underpinned by a strong careers team including the school's Careers Leader, Fergal Moane (Deputy Headteacher), Careers Coordinator, Binh Tang, Sixth Form Apprenticeship Advisor, Viv Boost. The work of the team is supported by the all year group Performance Directors and the school's dedicated Careers Governor, Luke Sieger. The school's programme of opportunities is set out in the school's careers policy, detailed on the school website and rigorously evaluated through feedback from students, families, teachers and employers (e.g. Kirkland Rowell feedback, ELD evaluations).
Learning from careers and labour market information	All students are provided with a dedicated careers opportunity at least once per year. Through meeting representatives from colleges, universities, apprenticeship providers and empowers, students build their knowledge of the careers and labour market. Specific events include: Year 7 – Work Shadowing Year 8 – Employer Encounters, talks by industry professionals across the year Year 9 – Careers Extended Learning Day Year 10 – University Extended Learning Day and Work Experience Year 11 – 'You're Hired' Extended Learning Day Year 12 – 'Futures' Extended Learning Day 1 and Work Experience Year 13 – 'Futures' Extended Learning Day 2 and University Visits. Students are supported to carry out their own research on career pathways and this is recorded through Unifrog, the school's new careers platform. Sessions in Lifelong Learning (LL) are designed to support students to learn about careers and labour market information. In the Sixth Form, students are kept up to date with new career opportunities through the school's termly careers newsletter.
Addressing the needs of each student	Through one-to-one guidance interviews with students (e.g. once in Year 9 and twice in Year 11) and with the support of YC Hertfordshire, we review the requirements of our students and ensure that they have access to independent information, advice and guidance. This is provided through access to the Careers Library and through one-to-one personal guidance sessions with advisors from YC Hertfordshire. In addition to the range of careers events listed above for all students, we provide specific support and events for targeted groups. For example, costs of work experience or university visits are covered in part or full for students eligible for Pupil Premium funding. For low prior attaining students, the school funds Personalised Learning Opportunity (PLO) placements at Oaklands College in Key Stage Four in order to design a tailored curriculum. Students opting to leave Sandringham at the end of Year 11 are given additional guidance sessions with YC Hertfordshire and Sixth Form staff to support their next steps and college applications. Students with SEND are supported through additional personal guidance sessions. Students identified as High Starters are provided with opportunities to visit Oxbridge universities from Year 9. For subjects with low gender uptake, there are specific opportunities to address this and challenge stereotypes e.g. girls have dedicated enrichment opportunities in Computer Science and Economics. We have worked with the DfE/Behavioural Insights team and the Institute of Physics on gender balance and with students and parents on trying to address unconscious bias around careers and subject choices.



	<p>All students have access to Unifrog which will record their engagement with the school's careers programme and all careers research they have undertaken. Students create CVs on the platform in Year 11 and use the universities, colleges and apprenticeships databases to shape pathways in Year 11 and 12/13. The UCAS personal statement and subject reference process is also conducted through this platform, leading to clear integration of information sources and personalised planning for future destinations.</p>
Linking careers learning to the wider curriculum	<p>We are committed to providing students with opportunities to develop their knowledge of careers through the school's curriculum. This is done across a wide range of subjects. For example, in the Modular Curriculum in Year 9, students can opt for modules in Forensic Science and the national recognised CREST award. The science department also lead science and conservation extra-curricular clubs. Such opportunities inspire students and build their skills and knowledge of the work of scientists. In art and dance, we invite professional bodies to Sandringham each year e.g. the Royal Academy and the Laban Conservatoire to lead workshop for Key Stage 4 and 5 which offers valuable insights into the work of professional artists. In music, during the annual Arts Week, professionals are invited in to give careers talks and demonstrations to students of all age groups. British Science Week in March also has workshops and visits from STEM employers such as Leonardo, Amgen, Lockheed Martin and others that change annually. In LL, through access to Unifrog, students are able to carry out research into the potential pathways from each subject area.</p> <p>In addition, across the school, there are displays in curriculum areas to promote relevant careers. This is also evident from our student destinations displays in curriculum areas which are refreshed annually to show the career pathway for students graduating from Sandringham School.</p>
Encounters with employers and employees	<p>Each year group has high quality opportunities to engage with employers:</p> <ul style="list-style-type: none">Year 7 – Work ShadowingYear 8 – Meeting employers at Employer Encounter talksYear 9 – Meeting employers at the Careers Extended Learning DayYear 10 – Engaging in a week long Work Experience placementYear 11 – Meeting and being interviewed by employers at the 'You're Hired' Extended Learning DayYear 12 – Meeting professionals from a range of careers at the 'Futures' Extended Learning Day 1 and engaging in Work ExperienceYear 13 – Meeting professionals from a range of careers at the 'Futures' Extended Learning Day 2 and bespoke opportunities for apprenticeship applicants receive mock interviews from employers
Experience of workplaces	<p>Of the opportunities above, several include direct experience of the workplace for our students:</p> <ul style="list-style-type: none">Year 7 - Work ShadowingYear 9 – Meeting employers at the Careers Extended Learning DayYear 10 – Engaging in a week long Work Experience placementYear 12 – Engaging in Work Experience placements



<p>Encounters with further and higher education providers</p>	<p>We provide students with a range of opportunities to meet further and higher education providers. We welcome our local FE college, Oaklands to our Year 11 'You're Hired' event. We also welcome University Technical Colleges at Watford and Elstree to deliver a short workshop to students at this event to explain this sort of provision as an exciting alternative to university or college. Furthermore, we support KS4 students to access their courses through PLO placements and by supporting applications. We advertise opportunities at Oaklands through the school newsletter and via the Careers noticeboard and Twitter account. We ensure students are aware of high quality apprenticeship opportunities through our Year 9, 11, 12 and 13 ELD days. This includes talks from apprenticeship providers and Sandringham alumni who have taken up apprenticeships (e.g. Google, Harrods, the Civil Service).</p> <p>We ensure all students have opportunities to engage with universities. This includes meeting university ambassadors and academics at our Year 9 ELD, through all Year 10 students visiting a university and through our support to enable all Sixth Form university applicants to visit two universities.</p>
<p>Personal guidance</p>	<p>All students in Year 9 and 11 meet members the Headteacher, Deputy Headteacher and the Sixth Form team for one-to-one guidance sessions as they make the transition to Years 10 and 12.</p> <p>All students, especially from Year 10 onwards, have opportunities to receive one-to-one guidance sessions from the school's YC Hertfordshire personal advisors. Targeted students also receive one-to-one guidance sessions from the school's YC Hertfordshire advisors.</p> <p>All students from Year 10 onwards are invited to take part in Morrisby testing to support them to develop their future career pathway.</p> <p>The new Unifrog platform supports students to independently research their own career pathway and to stay informed of current developments and opportunities.</p>