



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, Athena Pitsillis (Assistant Headteacher), Careers Coordinator, Carly Eady, Sixth Form Apprenticeship Advisor, Viv Boost. The work of the team is supported by the Performance Directors and the school's Governors. The school's programme of opportunities is set out in the AAT CEIAG careers policy, detailed on the school website and rigorously evaluated through feedback from students, families, teachers and employers (e.g. Kirkland Rowell feedback, activity 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 employers, students build their knowledge of the careers and labour market. Specific events include: Year 7 – Work Shadowing Day Year 8 – Employer Encounters throughout the year (assemblies) Year 9 – Careers Aspiration event with employers and providers Year 10 – University Aspiration visit and work experience Year 11 – 'You're Hired!' Extended Learning Day Year 12 – 'Futures' Extended Learning Day and work experience Year 13 – 'Futures' Extended Learning Day and university visits Students are supported to carry out their own research on career pathways and this is recorded through Unifrog. Sessions in Personal Development 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 and frequent bulletins.
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 Services for Young People, 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 Services for Young People. 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. Students opting to leave Sandringham at the end of Year 11 are given additional guidance sessions with Services for Young People and specific members of staff to support their next steps and college applications. This includes specific and tailored visits to the local FE college. Students with SEND are supported through additional personal guidance sessions. For subjects with imbalanced gender uptake, there are specific opportunities to address this and challenge stereotypes e.g. girls have dedicated enrichment opportunities in Computer Science and Economics. All students have access to Unifrog which records their engagement with the school's careers programme and all careers research they have undertaken. Students create CVs on the platform 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>	<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 Finance. The science department also leads 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 workshops 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 Personal Development, 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. There is a subject specific focus in particular during National Careers Week, with all classes receiving information about subject related careers and training, with an emphasis on technical and vocational routes.</p>
<p>Encounters with employers and employees</p>	<p>Each year group has high quality opportunities to engage with employers:</p> <p>Year 7 – Work Shadowing Day Year 8 – Meeting employers at Employer Encounter talks Year 9 – Meeting employers at the Careers Aspiration Event Year 10 – Engaging in a week long Work Experience placement Year 11 – Meeting and being interviewed by employers at the 'You're Hired' Extended Learning Day Year 12 – Meeting professionals from a range of careers at the 'Futures' Extended Learning Day 1 and at lunchtime careers talks in the Spring term. Engaging in Work Experience (Feb) Year 13 – Meeting professionals from a range of careers at the Spring term lunchtime talks and bespoke opportunities for apprenticeship applicants including mock interviews with employers</p>
<p>Experience of workplaces</p>	<p>Of the opportunities above, several include direct experience of the workplace for our students:</p> <p>Year 7 – Work Shadowing Year 9 – Meeting employers at the Careers Aspiration event Year 10 – Engaging in a week long Work Experience placement Year 12 – Engaging in Work Experience placements</p>
<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 colleges, Oaklands, and West Herts to our Year 11 'You're Hired!' event. We also welcome University Technical Colleges from Watford and Elstree to deliver a short workshop to students at this event to explain this sort of provision as an exciting alternative to sixth form or college. We advertise opportunities at Oaklands & West Herts through the school newsletter, assemblies, parent information events 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 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 with the Headteacher, Deputy Headteacher and/or 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 Services for Young People's personal careers advisors. Targeted students also receive one-to-one guidance sessions from the school's Services for Young People advisors.</p> <p>The Unifrog and UCAS Hub platforms support students to independently research their own career pathway and to stay informed of current developments and opportunities.</p>
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