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The Gatsby Benchmarks

In 2013, Gatsby commissioned Sir John Holman to set out what career guidance in England would be like if it were good by international standards, resulting in the [Good Career Guidance report](#). The eight benchmarks set out in the report serve as a framework for improvement in careers provision and have been adopted as part of the Government's Careers Strategy and statutory guidance for schools and colleges.

At Highfurlong we tailor our approach to careers and work related learning for our students, offering them the best careers guidance. This approach is outlined below.

1. A stable careers programme.

Highfurlong has an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

Students engage in careers-based opportunities by learning about work and learning through work. This begins in Early Years and is accessed by pupils at all stages in their development. In Key Stage 5 students access an employability programme of study and the ASDAN PSD module Preparation for Work. We plan for and provide a wide range of differentiated opportunities in preparation for work, skills including CV building, interview techniques, form filling and mock interviews.

Students across the school access Business Enterprise through art/DT lessons, focussed on an enterprise journey, producing items to sell throughout school. In addition, Key Stage 5 students have a focus on Enterprise every Wednesday, when they run business groups.

Work related learning opportunities begin in Key Stage 3 with class visits and tasters to employers, progressing to more individual tasters in Key Stage 4/5 to enable access to employers and placements, intended to complement personalised learning pathways.



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Independence and life skills are a focus within Key Stage 4 and 5, residential visits are offered and external accreditation is completed to support and extend such activities. Internships may also be accessed through local college provision and [Project Search](#). Visits are arranged to local specialist colleges, post 19 providers and universities to raise awareness in order for students to make informed choices for their future.

2. Learning from career and labour market information.

Every student and their parents/carers, are able to access personalised good quality information about future study options and labour market opportunities. The learner and their family have access to support of an informed adviser in order to make best use of available information.

3. Addressing the needs of each pupil.

Students have different career guidance needs at different stages. Opportunities for advice and support are tailored to the needs of each student. Highfurlong's careers programme embeds equality and diversity considerations throughout.

Information included in each individual students One Page Profiles include "Important For Me and Important To Me"

Annual Review target setting and the monitoring and assessment of learning is constant, with discussions of future careers options and further education learning shared with parents from Key Stage 3–5.

One to one support for young people and their families is provided through the staff team and as well as from our Family Support Worker. Students from Key Stage 3 onwards create personalised Pathways each September where the learners consider their next stage in education and life.



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4. Linking curriculum learning to careers.

External Accreditation Qualifications and Awards:

From Early Years up to Key Stage 5 pupils learn about jobs and the people who help them.

With the younger learners this is delivered in a topic-based format and through play. We have a range of job related dressing up clothes and props in each of the classrooms to support awareness.

Highfurlong School has high aspirations and expectations for all our learners and within Key Stage 4 and 5 all students access external accreditation. Highfurlong's offer changes in order to meet the personalised learning pathways of our students and may include;

Entry Level qualifications;

Personal Development opportunities

ASDAN – Short courses

ASDAN Awards and Certificates

PSD at E1, E2 and E3 and L1

ASDAN Transition Challenge

Towards Independence modules

Functional skills English, Maths and ICT

Personalised Pathway opportunities

Work Related Learning opportunities, Information Advice and Guidance

Business Enterprise journey

5. Encounters with employers and employees.

Every student has multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This is achieved through a range of enrichment activities including visiting speakers, workplace visits (group) work experience placements (individual), mentoring and enterprise programmes of study. We have a network of local businesses and establishments which enable us to offer our students a varied experience of the



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job market across a range of sectors. As a school we are very keen to engage with employers and welcome visits into school to encourage partnership work. We are always delighted to work with local employers, and would ask any employer who may consider offering opportunities to our learners to contact us via admin@highfurlong.blackpool.sch.uk.

6. Experiences of workplaces.

Every student has first-hand experiences of the workplace through work visits, work shadowing and work experience to help their exploration of career opportunities. We provide a comprehensive offer to all our students to enable access to work experience placements. All key stage 5 students have one individual placement each year during Y12, Y13 and Y14. In addition, students from KS3 onwards access one workplace visit per term with their own class group to raise awareness of work locally

7. Encounters with further and higher education.

All students have access to raising awareness of the full range of learning opportunities that are available to them. This includes both the more academic and the vocational routes on offer in schools, colleges, universities and in the workplace.

College link courses are in place to enable a taster of college life.

Visits are organised to;

Myerscough College

Blackpool and the Fylde Gateway and Bispham Campus

Project Search

Beaumont in Blackpool

Lancaster University workshops

8. Personal guidance

Every student has opportunities for guidance interviews with a number of personnel including the class teachers, the school Family Support Worker and the trained Careers Leader based in



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school. Students are supported on work placement visits by members of the school team and we also support students with interview techniques prior to employment and further education interviews. The Annual Review for all pupils has a focus on independence and employment opportunities and for the students who have Collaborative meetings there is an opportunity to discuss transition and career choices as appropriate.

Provision at Highfurlong is designed to meet the needs of the individual young person and fully support their pathway, we offer a bespoke package based on needs and interests and communicate with the Transition Social Workers in place for learners living in Blackpool and Lancashire.

Careers events

A number of events including Annual Review meetings, Collaborative meetings, Work Experience introductions, visiting colleges and training providers help to offer our students the careers learning they deserve. FE and training providers are most welcome to join us for the annual transition event held in school; these are integrated into the school careers programme and will offer providers an opportunity to come into school to speak to pupils and / or their parents / carers.