



LEWESTON  
SHERBORNE

THE GATSBY BENCHMARKS AT  
LEWESTON SCHOOL

LEWESTON SCHOOL CAREERS

# WHAT ARE THE GATSBY BENCHMARKS?

The Gatsby Benchmarks were developed on behalf of the Gatsby Foundation by Sir John Holman. They define what world class careers provision in education looks like and provide a clear framework for organising the careers provision within schools and colleges.

The benchmarks are enshrined in statutory guidance and it is the Careers Leader's responsibility to oversee the implementation of the benchmarks.

The 8 Gatsby Benchmarks are:

1. A stable careers programme
2. Learning from careers and labour market information
3. Addressing the needs of each student
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

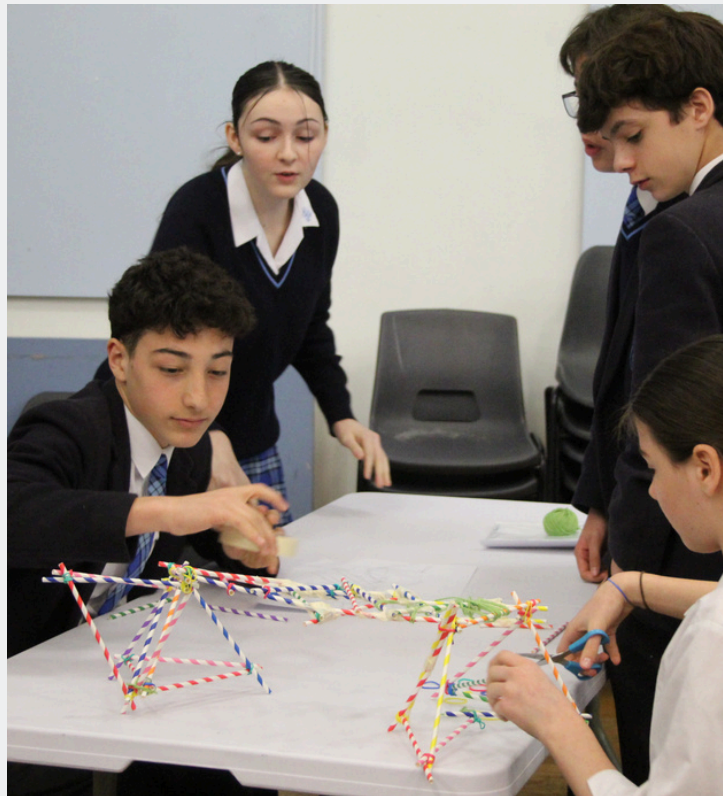


# A STABLE CAREERS PROGRAMME

At Leweston, a comprehensive range of career activities is integrated into PSHRE lessons from Year 7 to 13, with scheduled career sessions for each class approximately once every half-term. The curriculum covers various areas such as employability skills, STEM activities, decision-making in careers, exploring potential career paths, enhancing personal qualities and strengths, recognising the value of extracurricular activities, and guidance on maintaining a positive online presence for future career prospects.

Moreover, the science department organises annual STEM initiatives, including events like the IET Faraday challenge, the Crest Award, guest speakers from the field of science, and a dedicated science week in March. Sixth Form students benefit from personalised career counselling, with the Careers Adviser conveniently located in the Sixth Form Centre for easy access. Students are encouraged to refine essential employability skills through the LEaD (Leweston Enrichment and Development) programme, which includes a focus on teamwork and leadership.

Additionally, Year 12 students have the opportunity to enhance their interview skills and readiness for future careers by participating in an assessment day where their leadership, teamwork, communication, and critical thinking abilities are assessed.





# LEARNING FROM CAREER AND LABOUR MARKET INFORMATION

Pupils at Leweston access career and labour market information through various pathways as part of their career education. Here are some examples:

- Year 8 students conduct wage information research using Career Pilot and the National Careers Service.
- Year 11 students attend presentations and explore labour market information.
- Year 11 students also participate in sessions focused on STEM careers and green careers.
- Sixth Form students research the average salaries of different graduates and compare graduate and non-graduate pay.
- Pupils are encouraged to join the UCAS hub, which offers a quiz to match students with different careers and provides abundant labour and career market information.
- The school collaborates with external agencies like Somerset Skills and Learning and STEM learning to access local labour market information.





# ADDRESSING THE NEEDS OF EACH PUPIL

Various activities are conducted to assist Able and Talented students at Leweston regarding their careers. The process begins with the Rhetoric enrichment activity, tailored for Academic Scholars and capable students in Years 7 to 9. These sessions focus on enhancing employability skills such as teamwork and communication. Older students are encouraged to participate in the Head's Essay Society, where they engage in in-depth academic research on challenging subjects. This prepares them for university studies, including Oxbridge and Russell Group Universities, while also boosting their oracy and presentation skills. The experience gained here is valuable for their personal statement.

Year 10 and Year 12 students are selected to attend the Able and Ambitious Conferences annually to motivate them in their career choices and potentially consider applying to Oxbridge. Moreover, Leweston offers access to Oxford's outreach programme, 'Oxpire', providing interactive online lectures on degree-level subjects for Able and Talented students across all year groups on a termly basis.

Furthermore, selected Year 12 students go on an annual trip to Oxford University's Merton College. Students from Years 7-13 with any Individual Needs (IN) are registered on ISAMs and receive support from the Individual Needs department. This support includes assistance with study skills and revision techniques to help students achieve their career aspirations. The Individual Needs department also offers personalised support to students seeking help with university or job applications.

## Assistance Provided at Leweston School:

- Support includes enhancing research skills, planning, and editing personal statements.
- Pupils with an EHCP receive career guidance during annual reviews.
- Approximately 10% of Leweston students have dyslexia, and efforts are made to support their transition out of school.
- Focus is on identifying dyslexic strengths and aligning them with suitable job opportunities, along with promoting Dyslexia Week at the school.
- International students at Leweston receive additional career support, particularly with IELTS scores for university admission.
- The Director of International Studies manages the IELTS exam process and oversees additional A level studies in the students' native languages.
- International students receive guidance on their personal statements and university accommodation applications to aid them in their second language challenges.



# LINKING CURRICULUM LEARNING TO CAREERS

Besides the various career information shared by subject teachers, there are careers posters showcasing job opportunities related to each of the 12 core subjects. Each poster features visuals of 18 potential industries or sectors, along with other occupations that students can explore further.

Moreover, subject teachers, as experts in their fields, connect the curriculum to career paths. For instance, during themed learning events like the Year 7 and 8 model-making week, students engage in activities related to careers such as creating 3D models for TV and film, or delving into engineering, architecture, and construction.

Furthermore, individual subject teachers contribute blogs available on the website "What Careers Will 'Maths' Help Me Get Into," offering valuable insights by directly linking subjects to possible career choices.

Additionally, students are introduced to [careerpilot.org](http://careerpilot.org) through the tutorial program, which helps them associate their favourite subjects with potential careers.





# ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

Leweston's career support is enriched by frequent guest speakers invited to the school. Yeovilton Air Base remains a valuable contributor, along with speakers from various professions who offer insights and connections to assist students in their career planning.

The Leweston Lectures have been a beneficial source of guidance, featuring talks from notable figures like Lord Mark Sedwill, Sir Matthew Pinsent, and George Stiles (an English composer). Future talks this academic year will include inspiring role models from business, science, and the arts.

An Army representative visits annually to meet with potential recruits individually, and the Science department arranges an Army STEM activity.

Students have the chance to interact with employers and employees through the broad network of Old Antonians and parents who are ready to offer advice or mentorship in their respective fields. The School Governor for careers, with a background in marketing, media, and communications, is available for guidance. Additionally, Leweston Events provides opportunities for Year 11, 12, and 13 students to seek paid employment during the summer at weddings and formal events. In November 2023, Leweston hosted its inaugural Careers Fair, featuring 34 speakers representing 25 different industries or organizations, with plans to make this a biannual event.





# EXPERIENCE OF WORKPLACES

At Leweston, every student will be encouraged to seek work experience, starting with an introduction in Year 8 during the 'Who is in my Network' topic.

- Year 11 students receive assistance to arrange appropriate work placements after their GCSE exams. They can apply for various roles within the school, such as administration, finance, marketing, enterprise, nursery work, and maintenance.
- Year 11 students prepare a one-page CV and practice interview skills as part of their career education.
- Army work experience dates are posted on a notice board and promoted to Year 10 and 11 students.
- The Sixth Form students receive personalised assistance in securing relevant work placements.
- Sixth Formers volunteer at the Nursery and with laboratory technicians.
- Aspiring healthcare professionals are supported in finding work experience in local care facilities, and many Sixth Form students participate in online work experience through [springpod.com](https://springpod.com).





# ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

A number of virtual events are emailed to students in Year 12 and 13 including the UK University and Apprenticeship Search Fair and Meet the Russell Group Virtual Fair.

International students can attend programmes such as the BSA International Student University Fair. However, nothing replaces an actual university visit and pupils are encouraged to attend open days and campus tours using university posters on display boards and through individual interviews with the Careers Adviser.

In Year 10 students are shown a presentation from Cambridge University. Year 12 are taken to visit a local university, and both Year 12 and their parents are invited to attend a talk from a Russell Group university in the Autumn Term. Other university visits are organised by individual departments or teachers. For example, a visit by music students to meet members of St John's College Choral Scholars and an annual trip to Bath University for Year 12 Sport students. The Apprenticeship and Skills Adviser from Dorset and Somerset Training Provider Network is also available to provide support and guidance to students who are interested in degree level apprenticeships rather than university.





# PERSONAL GUIDANCE

Throughout the academic year, all students have the option to meet with the Careers Adviser. Moreover, Year 11 students are scheduled for a careers interview during the Autumn Term, with details documented for future reference.

Year 10 students participate in A Level taster sessions during activities week to prompt early consideration of A Level choices, leading up to the A Level information evening in Year 11's Autumn Term. Additional support, including a second interview, is available at the beginning of the Spring Term if needed.

In Year 12, students conduct a personal SWOT analysis to guide comprehensive career discussions in the Spring Term, receiving tailored advice and assistance.

The Future Directions Day at the conclusion of Year 12 offers personalised support as students begin drafting their personal statements. Year 13 students receive extensive guidance in the Autumn Term to finalise their UCAS applications, including assistance with first and insurance choices.

University interview candidates from the Sixth Form undergo mock interviews, while those applying for apprenticeships or jobs receive aid in crafting cover letters and CVs. The Careers Adviser remains available for individual support on results day.







