

Baker's Clause and the Gatsby Benchmark

Provider access legislation

The [updated provider access legislation \(PAL\)](#) has now been enacted. It specifies schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend.

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 at your school or college.

The benchmarks are enshrined in statutory guidance and as a Careers Leader, it is your responsibility to oversee the implementation of the benchmarks in your education setting.

ACTION PLAN

SDP/GB Reference	Impact (What do you expect to see/happen as a result of your activities)	Timescale	Monitor & Review (Who/How/When)
1. A stable careers programme 76% (Schools nationally =NA= 43%)	<ul style="list-style-type: none"> • Employer statement on website. • Discreet Careers budget allocated • Page on website on regularly updated by careers Lead with items aimed at pupils and parents 	Ongoing	VKnight & MLewis
2 Learning from career and labour market information. 100% (NA= 66%)	<ul style="list-style-type: none"> • Employability Skills includes information about careers and local labour market using employers where relevant • Local Enterprise adviser to work with MLewis to direct key local employers to key (Y8 / Y11) parents evening and options evenings 	Ongoing	MLewis written units accordingly + staff delivering Empl Monitor - every 5 weeks WAGs MLewis attends careers hub meetings throughout the year.
3. Addressing the needs of each student. 100% (NA=38%)	<ul style="list-style-type: none"> • MLewis / VKNight to maintain a 'rolling' spreadsheet of careers related events each year group showing the availability of all career events open to each year group. • Destinations collected for each student for 1 year (up to end of first term) shared with Oxford County Council 	Ongoing	All staff to work with Visits/ guest speakers, Empl Skills Records- Monitored by ML shared with VKNight MLewis -June & Oct 2022 Contact college / training providers/ parents.
4. Linking curriculum learning to careers. 81% (NA= 60%)	<ul style="list-style-type: none"> • CEIAG integral and discrete part of Employability Skills • CEIAG integral to the delivery of core subjects – ML / VKnight to work with curriculum leads to identify opportunities to delivery both in and out of the existing lessons (and where possible to use local employers) 	Ongoing	VKnight & MLewis VKnight & MLewis - Feedback from lead staff termly

ACTION PLAN

SDP/GB Reference	Impact (What do you expect to see/happen as a result of your activities)	Timescale	Monitor & Review (Who/How/When)
5. Encounters with employers and employees. 100% (NA= 56%)	Careers fair to be coordinated annually Local employers to attend at least 2 assembly per year group over the course of the year	March 2023 Ongoing	MLewis & Enterprise MLewis Coordinate with Bases on data and employers attending.
6. Experiences of workplaces. 50% (NA= 36%)	<ul style="list-style-type: none"> Review of WEX (1 week placement) 	Ongoing	VKnight & MLewis to oversee paperwork.
7. Encounters with further and higher education.. 85% (NA 33%)	ML / VKni to identify opportunities to visit and have visitors from Further and Higher education providers at the start of the academic year and plan a calendar of events to meet the needs of students' information relating to apprenticeships covered through Employability Skills (and where possible other curriculum areas). National Apprenticeship week to be supported through assemblies Independent Careers Adviser in post ML / Kni to attend Parents evening with bookable appointments (Y10 / y11)	Ongoing Year contract	MLewis collates data throughout the year-shared with VKn and the head JWWest. MLewis Coordinate with the college to arrange visits/ assemblies. Plan is in place for Oxford / Banbury
8. Personal guidance. 100% (NA 65%)	<ul style="list-style-type: none"> Independent Careers Adviser in post ML / Kni to attend Parents evening with bookable appointments (Y10 / y11) Drop in sessions for students to access when they require support 	Ongoing	MLewis coordinated - jobcentre plus to visit sites over terms

COMPASS TRACKER

MBC GATSBY COMPASS TRACKER										
Benchmark	MBC RESULTS						Areas to improve	National % 2017	National % 2020	National % 2022
	Nov 2017	Feb 2018	Jun 2019	June 2020	March 2022	June 2022				
1.A stable careers programme	29%	41%	88%	94%	76%	58%	Website needs a revamp - need access to web to amend or to be able to work with specialist in ICT	6%	21%	27%
2. Learning from career & labour market information	50%	40%	60%	100%	80%	100%	Parents to be made more aware - of our website and send regular information out	40%	45%	52%
3. Addressing the needs of each pupil	71%	100%	100%	100%	90%	90%	Continue to ensure all students have applied for college/Ace training etc as a backup plan.	13%	20%	25%
4.Linking curriculum learning to careers	50%	50%	50%	87%	93%	100%	Core subjects have now embedded into their learning conversations about destinations.	26%	38%	45% Increase June to 48%
5.Encounters with employers & employees	0%	50%	75%	87%	100%	75%	Part of the new SOW in Employability skills, all students have to contact an employer to gain information.This has proved to be a success.	38%	52%	58%
6. Experiences of workplaces	0%	37%	50%	50%	25%	25%	A Lot more focus is required here. A bigger push for year 10s and 11's	38%	47%	52%
7. Encounters with further and higher education	33%	37%	45%	100%	80%	50%	Continue to build our relationship with the marketing departments at local Colleges. Good use of Virtual taster sessions are sent and powerpoint presentations	13%	21%	30%
8. Personal guidance	100%	75%	100%	25%	50%	75%	Ongoing - yearly booking	49%	57%	61%

