

Careers Encounters Review 2019-202

Publication Date:- June 2020 – Ryan Blezard

1. Extract of the internal tracker
2. Encounters & Business links
3. Data Analysis
4. Summary of findings
5. Developments for 2020-2021

Data in this analysis was taken from 2nd September 2019 to 20th March 2020 due to closure of normal operating of the school as a result to Covid-19. Data is collected using an internal tracking system in which all encounters are logged against Gatsby Benchmark 5, 6 & 7 for each individual pupil in each year group. Analysis was completed in June 2020 as part of the annual careers review.

1. Extract of the internal tracker

							Year 7 Careers Tracker				
							Gatsby 5 Encounters with employers & employees			Gatsby 6 Experience of t	
Surname Forename	HOUSE	NCYEAR	REG	GENDER	PUPP	SEN	Amount	Code	Amount		
	WAINWRIGHT	7	7W1	F	Y	K	1	BBC			
	BARSON	7	7B2	F	Y		1	BBC			
	PAXMAN	7	7P2	M	Y		1	BBC			
	BARSON	7	7B1	M	Y		1	BBC			
	BARSON	7	7B3	M	Y		1	BBC			
	TAYLOR	7	7T1	M	Y		1	BBC			
	TAYLOR	7	7T1	F	Y		1	BBC			
	BARSON	7	7B3	F	Y	K	1	BBC			
	PAXMAN	7	7P2	F	Y		1	BBC			
	BARSON	7	7B3	F	Y		1	BBC			
	PAXMAN	7	7P2	M	Y		2	BBC	AU2		

2. Encounters & Business Links

Term	Careers Encounter / Event	Year Group	Term	Careers Encounter / Event	Year Group
Sept - Oct	Meet the Author	7 & 8	Jan - Feb	Imperial War Museum Visit	9
	Meet the entrepreneur	10		Careers Fair – Options	9
	Syngenta Trip	9		Careers Fair – Pre Post 16	10
	Meet the Author – D.Blythe	7 & 8		Luke Ambler mental health and raising aspirations talk	10 & 11
	Top the bench Chemistry Competition	9 & 11		Mosque Visit	10 & 11
	Re-Start a heart – St John’s Ambulance	8		Work experience assembly – Burberry & Fire Service	10
	BBC Bitesize Roadshow	7, 8 & 9		Motor Vehicle Apprenticeship Day – KITS	11
	Diane Award – Anti Bullying Training	11		Alambra Theatre Trip – Inspector Calls	11
Nov - Dec	Science Enrichment – Greenhead College	8	March - Close	Science Live – York University	10
	CAPA Dance Workshop	7-11		Maths Challenge Competition – Wickersley School	8 & 9
	Computing Trip – Huddersfield University	8 & 9		College interviews	11
	Cineworld – Interview a hospitality manager	10	Work experience training – Paxman Scalp Cooling	10	
			Various	Farm Visit	11
Summary of Business Links					
Syngenta	St John’s Ambulance	BBC	Emmerdale		
Ayala	UKTV	The Diane Award Charity	Luke Ambler		
Burberry	West Yorkshire Fire Service	Cineworld	Imperial War Museum		
Paxman Scalp Coolings					
Summary of Educational Provider Links					
Greenhead College	Huddersfield New College	Kirklees College	Barnsley College		
Huddersfield University	York University	CAPA	Askham Byran College		

3. Data Analysis

Whole School

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	1326	2117	1.60	308	0.23	973	0.73
Boys	669	1076	1.60	117	0.17	440	0.65
Girls	657	1041	1.58	191	0.29	533	0.81
PP							
All PP	208	349	1.68 (0.08)	40	0.19 (0.04)	145	0.70 (0.03)
Boys	112	194	1.73 (0.13)	21	0.18 (0.01)	70	0.63 (0.02)
Girls	96	155	1.61 (0.03)	19	0.19 (0.10)	75	0.78 (0.03)
SEN							
All SEN	287	502	1.75 (0.15)	74	0.26 (0.03)	211	0.74 (0.01)
Boys	173	297	1.72 (0.12)	41	0.24 (0.07)	117	0.67 (0.02)
Girls	114	205	1.80 (0.22)	33	0.29 (=)	94	0.82 (0.01)

*GB6 – Work Experience 2020 cancelled due to Covid-19

PP & SEN variance are taken from the difference to whole school figures for example, GB5 whole school = 1.60, PP = 1.68 = +0.08 score

Year 7

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	269	376	1.40	No experiences recorded.		1 Activity 15 Students 14 Girls 1 Boy 1 SEN (7%) 1 PP (7%)	
Boys	132	179	1.36				
Girls	137	197	1.44				
All PP	30	36	1.20 (0.20)				
Boys	13	15	1.15 (0.21)				
Girls	17	21	1.24 (0.20)				
All SEN	41	46	1.12 (0.28)				
Boys	22	23	1.05 (0.21)				
Girls	19	23	1.21 (0.23)				
		<ul style="list-style-type: none"> All students had at least 1 encounter. 					

Year 8

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	263	568	2.16	No experiences recorded.		37	4 separate encounters (3 students had 2 experiences)
Boys	146	316	2.16			9	
Girls	117	252	2.15			28	
						4	18% of total number of students
All PP	49	106	2.16 (=)			3	
Boys	37	81	2.19 (0.03)			1	
Girls	12	25	2.08 (0.07)				
						3	16% of total number of students
All SEN	63	134	2.13 (0.03)			2	
Boys	47	101	2.15 (0.01)			1	
Girls	16	33	2.06 (0.09)				
		<ul style="list-style-type: none"> All students had at least 1 encounter. 					

Year 9

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	264	277	1.05	140	0.53	310	1.17
Boys	131	135	1.03	64	0.49	147	1.12
Girls	133	142	1.07	76	0.57	172	1.29
All PP	46	48	1.04 (0.01)	13	0.28 (0.25)	48	1.04 (0.13)
Boys	27	28	1.04 (0.01)	9	0.33 (0.16)	26	0.96 (0.16)
Girls	19	20	1.05 (0.02)	4	0.21 (0.36)	22	1.16 (0.13)
All SEN	68	75	1.10 (0.05)	35	0.51 (0.02)	75	1.10 (0.07)
Boys	42	45	1.07 (0.04)	22	0.52 (0.03)	44	1.05 (0.07)
Girls	26	30	1.15 (0.08)	13	0.50 (0.07)	31	1.19 (0.10)
		<ul style="list-style-type: none"> All students had at least 1 encounter. 13 students had 2 encounters. 		<ul style="list-style-type: none"> 136 out of 264 had a least 1 encounter (52%) 4 Students had 2 encounters 		<ul style="list-style-type: none"> All students had at least 1 encounter. 5 students had 3 encounters. 29 students had 2 encounters. 	

Year 10

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	265	879	3.32	2 Activities 48 Students 14 Girls 34 Boys 11 SEN (23%) 18 PP (38%)		327	1.23
Boys	139	437	3.14			146	1.05
Girls	126	442	3.50			181	1.44
All PP	44	155	3.52 (0.20)			48	1.09 (0.14)
Boys	19	67	3.53 (0.39)			20	1.05 (=)
Girls	25	88	3.52 (0.02)			28	1.12 (0.32)
All SEN	71	241	3.39 (0.07)			80	1.13 (0.10)
Boys	37	124	3.35 (0.21)			39	1.05 (=)
Girls	34	118	3.44 (0.06)		41	1.21 (0.23)	
		<ul style="list-style-type: none"> All students had at least 3 encounters. 84 students had 4 encounters. <ul style="list-style-type: none"> 23 PP (28%) 28 SEN (33%) 				<ul style="list-style-type: none"> All students had at least 1 encounter. 60 students had 2 encounters. <ul style="list-style-type: none"> 4 PP (7%) 9 SEN (15%) 1 students had 3 encounters. 	

*GB6 – Work Experience 2020 cancelled due to Covid-19

Year 11

		Gatsby Benchmark 5 Encounters with employers & employees		Gatsby Benchmark 6 Experience of the workplaces		Gatsby Benchmark 7 Encounters with further & higher education	
	No of Students	No of encounters	Average encounters per student	No of encounters	Average encounters per student	No of encounters	Average encounters per student
All Year Group	265	2 Activities 17 Students 8 Girls 9 Boys 6 SEN (35%) 4 PP (24%)		120	0.45	284	1.07
Boys	121			39	0.32	137	1.13
Girls	144			81	0.56	147	1.02
All PP	39			16	0.41 (0.04)	44	1.13 (0.06)
Boys	16			8	0.50 (0.18)	21	1.13 (=)
Girls	23			4	0.17 (0.39)	23	1.00 (0.02)
All SEN	44			21	0.48 (0.03)	52	1.18 (0.11)
Boys	25			12	0.48 (0.16)	32	1.28 (0.15)
Girls	19		9	0.47 (0.09)	20	1.05 (0.03)	
				<ul style="list-style-type: none"> 14 students had 2 encounters. <ul style="list-style-type: none"> 4 PP (29%) 2 SEN (14%) 1 students had 3 encounters. 		<ul style="list-style-type: none"> All students had at least 1 encounter. 15 students had 2 encounters. <ul style="list-style-type: none"> 5 PP (33%) 4 SEN (27%) 2 students had 3 encounters. <ul style="list-style-type: none"> 1 PP (50%) 1 SEN (50%) 	

4. Summary of findings

GB = Gatsby Benchmark

1. The overall school analysis shows that all students have at least 1 experience of all the GB throughout their time at Holmfirth High School:-
 - a. GB5 – 1.05av
 - b. GB6 – 0.53av (*minus work experience*)
 - c. GB7 – 1.17av
2. Very little difference between encounters of key groups of students and whole school:-
 - a. Evidence shows that are most disadvantaged students (PP) have equal careers opportunities if not more (GB5) than their non PP peers.
 - b. SEN students have more opportunity to experiences across all 3 GB than their non SEN peers.
3. The least amount of careers based encounters are in year 7.
4. The most amount of careers based encounters are in Years 10 & 11.
5. Girls have on average more encounters than boys with the exception of GB5 where experiences are similar.
6. The highest difference between non PP and PP students:-
 - a. Year 7 - GB5 Encounters with employers and employees.
 - b. Year 9 – GB6 Experience of the workplaces.
 - c. Year 10 Girls – GB7 Encounters with further & higher education.
 - d. Year 11 Girls – GB6 Experience of the workplaces.
7. The highest difference between non SEN and SEN students:-]
 - a. Year 7 – GB5 Encounters with employers and employees.
 - b. Year 10 Girls – GB7 Encounters with further & higher education.

5. Developments for 2020-2021

1. Introduce more careers based encounters for Year 7 & 8 mainly GB7 – Encounters with further & higher education.
2. Targeted encounters for Year 10 PP & SEN Girls around GB7 - Encounters with further & higher education.
3. Continuation of work experience in year 10 – GB6 – Encounters of the workplace.
4. Boys involvement in external academic competitions and challenges (GB7)