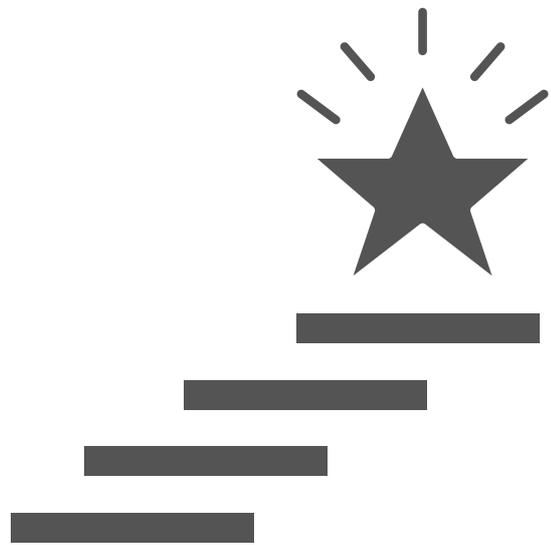


**DE  
BP**

Direct  
Education  
Business  
Partnership



**HELPING YOU ACHIEVE  
THE GOVERNMENT'S  
CAREERS STRATEGY AND  
GATSBY BENCHMARKS**

## About us

We are a Charitable Incorporated Organisation and work with employers to develop bespoke programmes to support young people aged up to 19 and up to 25 for young people with special educational needs and disabilities. We also work with vulnerable young adults to advance their education.

## About the Government's careers strategy and Gatsby's Charitable Foundation benchmarks

The Government's careers strategy: making the most of everyone's skills and talents was published on 4 December 2017. It set out a long-term plan to build a world-class careers system that will help young people and adults choose the career that is right for them.

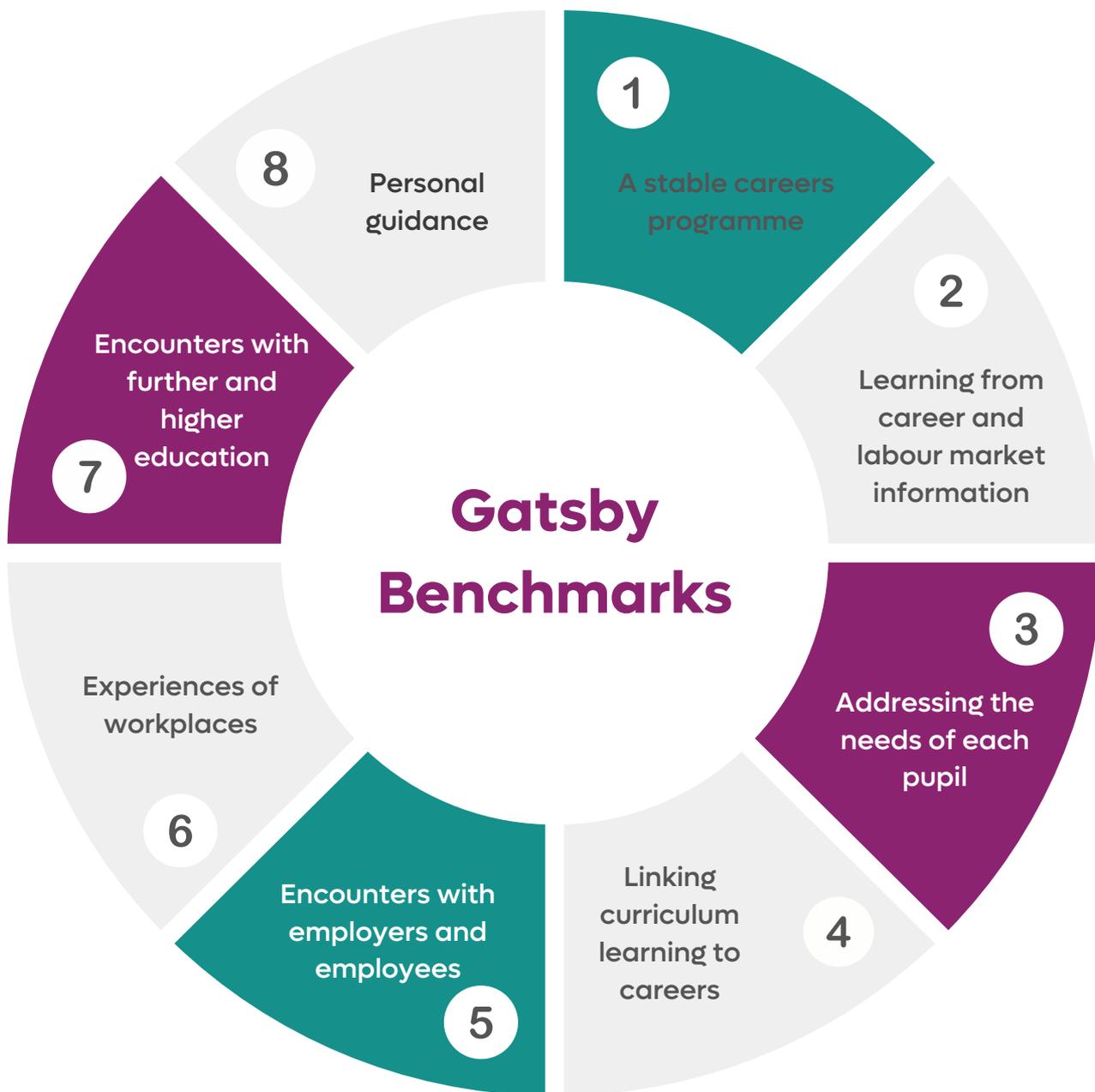
To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby benchmarks to develop and improve their careers provision. The January 2018 guidance: was estructured around the Benchmarks with information on what schools need to do to meet each one.

## How we can support you?

We want every child, young person and vulnerable adult to have a future based on their skills not their situation.. All work provides equality of access to what is being delivered and helps ensure that learners benefit from, and schools meet the Gatsby benchmarks.

## Gatsby Benchmarks

Every young person needs high-quality career guidance to make informed decisions about their future. The eight Gatsby benchmarks of Good Career Guidance are:



## Our programmes

Below is an 'at a glance' view of all our programmes and how they help meet the benchmarks. These are followed by more in depth information on each of our programmes.

Programmes	Key Stage	Duration	Benchmarks							
			1	2	3	4	5	6	7	8
Move on, Move up	2, 3	Minimum 1 year	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Right Start	3	Half term	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shine	3	Half term	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Raising Aspirations	3, 4	Minimum 1 year	<input checked="" type="checkbox"/>							
Excellence in STEM	3, 4, 5	Minimum 1 year	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Open Doors	3, 4, 5	Half day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personalised Guidance: FIRST+	3, 4, 5	Minimum 1 year	<input checked="" type="checkbox"/>							
Right Routes	4	Term	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Let's Get Creative	4, 5	Half term	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pathways to Success	4, 5	Minimum 1 year	<input checked="" type="checkbox"/>							
Project SEARCH	4, 5	Minimum 1 year	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Supported Insight Scheme	4, 5	Half term to term	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
STEM Ambassador Hub	ALL	Variable	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

In addition, we can develop bespoke programmes.

Targeted support for small groups of Year 6 pupils ahead of their transition to secondary school. It aims to facilitate the development of confidence, leadership, and resilience.

Further support is provided at the start of Year 7 and students are also encouraged to be mentors for the next cohort of Year 6 pupils in their former school.



## Move On, Move Up



Key Stages  
2-3



12  
Students



Two  
Terms



Group  
sessions

The children were much more confident after the work they undertook regarding the transition to secondary school.

Teacher at  
Pilsley Junior School

### Outcomes



- Increased resilience and ability to cope with change.
- Development of new and existing friendships.
- Increased awareness of strategies to improve mental wellbeing.
- A positive transition from primary to secondary education.



### Gatsby Benchmarks

3

8

Cost upon  
application

Targeted support for small groups or full curriculum embedded PSHE/Personal Development lessons for Year 7 pupils. It facilitates the development of confidence, decision-making and resilience needed as the core foundation of any school careers development programme.



## Right Start



Key Stage  
3



12-30  
Students

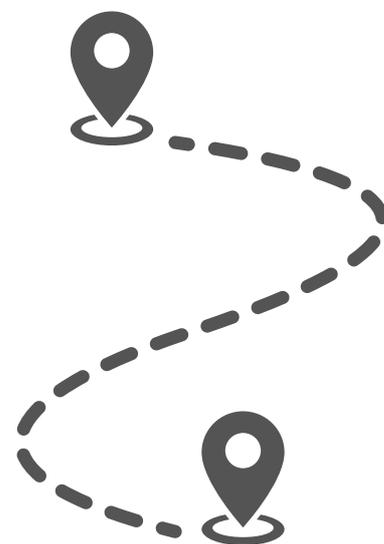


Half  
Term



Group  
sessions

This can be delivered by the DEBP or by your PSHE/PD team and it has all the resources you need to kick start your KS3 careers programme.



### Outcomes



- Increased confidence in personal skills and abilities.
- Improved resilience and ability to cope with change.
- Building an understanding of selfawareness, challenging stereotypes and learning about equality.
- Better knowledge of labour market information and how it effects decision making.

### Gatsby Benchmarks

1

2

3

5

Cost upon  
application



Raising Aspirations is a targeted programme supporting young people to develop the foundational skills and knowledge they need to positively transition into their next phase of education, employment or training. This support includes personalised support and guidance with action-based group learning improving employability and transferable skills and a positive transition to a sustainable post-16 destination. Introduction to providers, employers and role models runs throughout this programme.



**RAISING  
ASPIRATIONS**



Key Stage  
4



12  
Students



15 or 30  
Weeks



Individual/Group  
sessions

**We're absolutely thrilled with the work our Employability Worker has done with our Year 11 students... their confidence has soared and they are already in an advantageous position for their post-16 pathways.**

School Careers Lead  
(KS4 Employability  
Programme)



## Outcomes



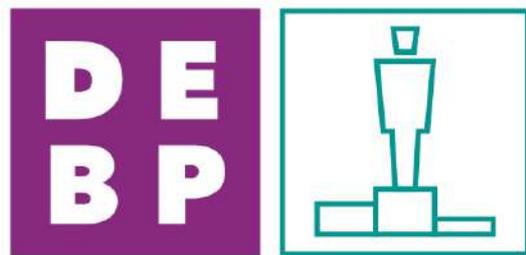
- Raised aspirations and goals for the future.
- Increased confidence in personal skills and abilities.
- Meaningful experiences of the workplace and meeting positive role models.
- A positive transition to a sustainable post-16 destination (if Year 11).

## Gatsby Benchmarks



Cost upon  
application

The Excellence in STEM award develops the Science Capital that students build through their experiences of STEM. It links with people who work in STEM industries. The award supports the school to engage young people more in STEM learning. It also provides a portfolio of evidence of the good work the school is doing for reviews, inspections and parental engagement.



## Excellence in Stem



Key Stages  
3-5



Whole  
School



One  
Year



Group  
sessions

We have been involved in the Excellence in STEM award because it provides us with a good opportunity to ensure our provision provides the best STEM experience for all our students.

Cheryl Welch,  
Science Teacher at  
Sirius Academy West

### Outcomes



- Increase in young people's science capital.
- Portfolio of evidence outlining the school's STEM provision which can be used for internal and external advocacy.
- Recommendations and support on how to grow the school's STEM provision.



### Gatsby Benchmarks

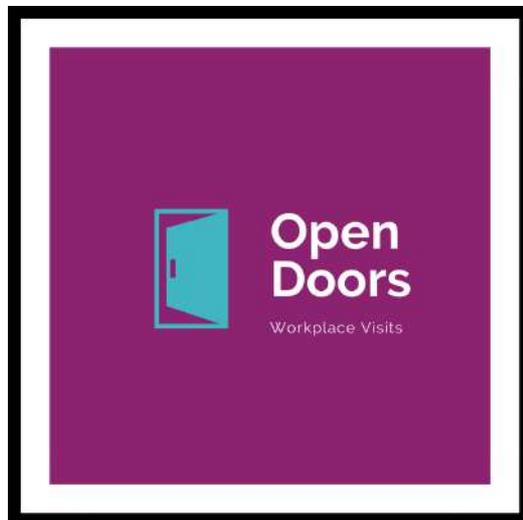
1

4

5

Cost upon  
application

Open Doors is about inspiring young people into industry and making them aware of the many fantastic career opportunities available to them right on their doorstep. Businesses are invited to run interactive workplace tours as part of the programme.



This has given me an insight into what a research job looks like. There are a lot more jobs than the 'typical' scientist in a lab.

Year 12 Chemistry Student

Key Stages  
3-5

Small groups

Half day

Workplace tours



## Outcomes



- Meaningful experiences of the workplace and meeting positive role models.
- Real-life application of what young people are learning in school.
- First-hand experience of local businesses and future employment opportunities.

## Gatsby Benchmarks

2

3

4

5

6

Cost

FREE

Information, advice and guidance programme for all schools including SEND and Alternative Provision schools. It is delivered by a qualified Level 6 qualified (or in training) Careers Adviser with bespoke elements for KS3-5. It has a personalised triage approach to guidance in addition to exploring careers education so that pupils are prepared for their guidance interviews, have time to explore options, undertake skills recognition and understand their pathways. Inclusion of Parents/Carers and wider educational partners such as providers/employers and FE provision are embedded.

# Personalised GUIDANCE: FIRST+



Key Stages  
3-5



Whole  
School



One  
Year



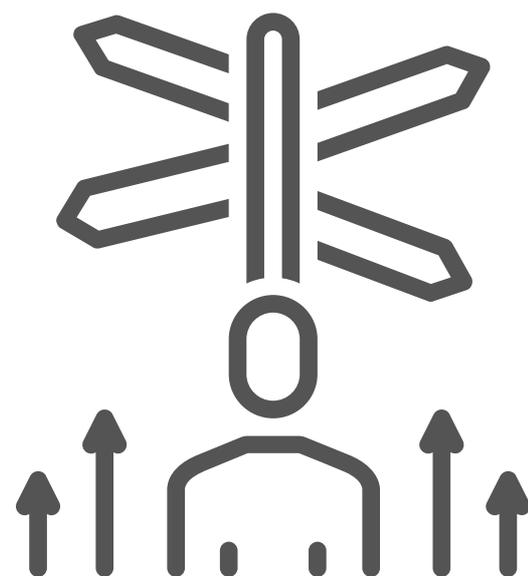
Individual/  
group sessions



DEBP provides our school with an easy to access, high impact and fully flexible programme which is tailored to the needs of our students and school. Professional staff ensure that our career programme is as effective as possible, and has maximum impact.



Katie O'Sullivan,  
Careers Lead  
Parkside Community School



## Outcomes

- Individualised, targeted and universal support as a core part of your careers programme
- Increased awareness of skills and abilities, encouraging self-efficacy
- Careers learning that can incorporate LMI including employers and opportunity providers (FE/HE)
- Supporting positive transition to a sustainable post-16/18 destination



## Gatsby Benchmarks

1

2

3

4

5

7

8

Cost upon  
application

Right Routes is an intensive programme supporting young people to develop the foundational skills and knowledge they need to positively transition into their next phase of education, employment or training. This action-based group learning supports improved employability skills and a positive transition to a sustainable post-16 destination.



## Right Routes



Key Stage  
4



12  
Students



One  
Term



Group  
sessions

We're absolutely thrilled with the work our Employability Worker has done with our Year 11 students... their confidence has soared and they are already in an advantageous position for their post-16 pathways.

School Careers Lead  
(KS4 Employability Programme)



### Outcomes



- Raised aspirations and goals for the future.
- Increased motivation to be employed in the future.
- Increased confidence in personal skills and abilities.
- A positive transition to a sustainable post-16 destination.

### Gatsby Benchmarks

2

3

5

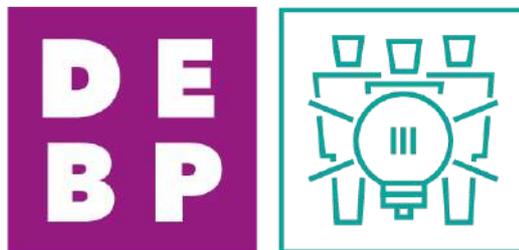
6

7

8

Cost upon  
application

Easter or Summer programme for a small group of young people with special educational needs and disabilities. It involves working in teams to develop multiple skills and peer friendships. Partnership with a local company from the creative industries is secured as part of this project.



## Let's Get Creative



Key Stages  
4-5



5  
Students



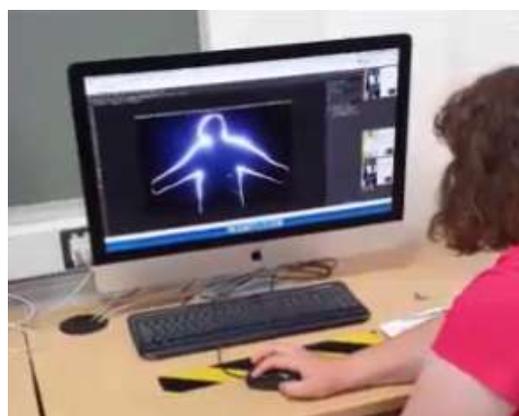
Holiday  
programme



Group  
sessions

“ It was an eye-opening journey for me. It showed me how the creative industry works. I met tons of interesting people. Thank you for the opportunity. ”

Student involved in the programme



### Outcomes



- Experience of working in a real business environment and fulfilling a project brief.
- Increased self-confidence,
- It showcases the talents of the young people involved and addresses the social isolation faced by many learners with Special Educational Needs and Disabilities

### Gatsby Benchmarks

2

3

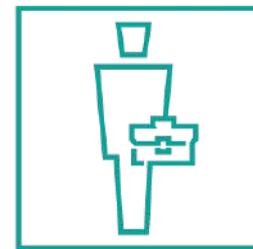
4

5

6

Cost upon  
application

Bespoke programme supporting a targeted group of young people to develop transferable skills and gain meaningful experience of workplace, through a combination of employer encounters and classroom interventions. Pupils are supported to develop their understanding and skills related to working life. It is a vibrant programme including visits, meeting new people, exploring employment opportunities and experience of work.



## Pathways to Success



Key Stages  
4-5



12  
Students



One  
Term



Group  
sessions

**We're absolutely thrilled with the work our Employability Worker has done with our Year 11 students... their confidence has soared and they are already in an advantageous position for their post-16 pathways.**

School Careers Lead



### Outcomes



- Raised aspirations and goals for the future.
- Increased confidence and self-esteem
- Improved resilience and self management skills.
- Portfolio of evidence to demonstrate achievements to potential future employers.

### Gatsby Benchmarks



Cost upon  
application

Project SEARCH is a unique supported training and employment internship opportunity. It helps young people with special educational needs and disabilities make successful transitions from school to productive adult life and gain the skills they need to achieve meaningful paid jobs. Supported all the way by a Job Coach, Tutor and Employer Mentor learners gain hands on experience of real work through a series of long-term placements. Additional guidance and transition support from the Internship into their next pathway is part of this programme.



## Project SEARCH



Key Stage  
5



12  
Students



One  
Year



Group  
sessions

The best moment for me, is seeing students achieve their goal of gaining employment with us here at ISS. They have both been challenged along the way, but to see the improvement in them both and now seeing how happy they are to be at work every day makes it all worthwhile.

Alex Bennett  
Portering Supervisor, ISS



### Successes



A 100% success rate in securing paid employment, all over 16 hour contracts.

The programme started initially at Royal Derby Hospital and has now been extended to include Chesterfield Royal Hospital too.

### Gatsby Benchmarks

2

3

4

5

6

8

Cost upon  
application



Programme supporting SEND and Alternative Provision schools to enable their learners to be prepared for an internship or employed pathway. It includes preparation for employability learning in school, work placements supported on site by a Job Coach and Employer Mentor and post-placement consolidation of learning in school. Wrap-around careers guidance can improve skills recognition and transition planning. Committed employers offering opportunities or promoting inclusive practice to others are engaged by the DEBP.



## Supported Insight Scheme



Key Stages  
4-5



15  
Students



10-12  
Weeks



Group  
sessions

Not only skills but their self worth, this is making them realise they can do whatever they want to do. It helps them have a voice. It's creating role models for our school and our students.

School Staff involved in programme



### Outcomes



- Increased motivation to be employed in the future.
- Increased resilience, confidence, and self-esteem.
- Improved self-management skills.
- Portfolio of evidence to demonstrate achievements to potential future employers.

### Gatsby Benchmarks

2

3

5

6

8

Cost upon application

The STEM Ambassador Hub covers North Midlands (Derbyshire and Nottinghamshire), South and East Yorkshire.

STEM Ambassadors volunteer their time and expertise to promote STEM to young people in original, creative, practical and engaging ways. In the Hub area there are over 3000 brilliant and inspiring volunteers supporting the STEM curriculum in schools, raising awareness of STEM careers and supporting STEM activities in the community. STEM Ambassadors cross all ages and backgrounds, representing a vast spectrum of different employers. The programme also provides opportunities for insight visits into business for staff.



All  
Key Stages



Individual to  
whole school



Variable



Individual/Group  
sessions

“ Yesterday my son had a STEM session and I have never seen him so inspired and excited about anything to do with school. He was very taken with the STEM Ambassador who spoke about software engineering. Coupled with his trip to Sheffield Uni in the evening, which was also excellent, he seems to have decided that engineering is an area he is keen to find out more about. ”

Year 6 Parent at  
Blidworth Oaks  
Primary School



## Outcomes



- Raised aspirations and goals for the future.
- Increase in young people's Science capital.
- Supports STEM learning (helps young people to understand the real world application of their learning).
- Illuminates STEM careers.

## Gatsby Benchmarks

2

3

4

5

6

8

Cost

FREE

## The matrix Standard

We were first awarded the standard in March 2019 and had a continuous improvement check in March 2020. We were reaccredited with the new BETA version of the matrix Standard in March 2022.

The unique nationally recognised quality standard assesses and measures the information, advice and guidance services that ultimately support individuals in their choice of career, learning, work and life goals.

For more information about the matrix Standard please visit

[www.matrixStandard.com](http://www.matrixStandard.com)





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