



GATSBY BENCHMARKS

- A stable careers programme = BM1
- Learning from labour market information = BM2
- Addressing the needs of each pupil = BM3
- Linking curriculum learning to careers = BM4
- Encounters with employers and employees = BM5
- Experiences of workplaces = BM6
- Encounters with further and higher education = BM7
- Personal guidance = BM8

WHOLE SCHOOL		
Event	Benchmarks	Session content
Daily bulletin	BM1 BM3 BM8	Each week the daily bulletin is updated with information relating to careers such as careers interviews, upcoming college open days, careers events or fairs so that pupils are aware of them.
Tutor time activities	BM2 BM3 BM4	There is an allocated weekly slot in the tutor programme linked to careers. These sessions alternate between employability skills and knowledge of different careers. In their tutor groups students will look at the 8 employability skills which link to curriculum lessons (listening, presenting, problem solving, creativity, staying positive, aiming high, leadership, teamwork) and will see how they can develop these skills. Then students will learn more about different careers that are available, looking at pathways to them, what tasks they involve, what skills are frequently used, etc. Other tutor activities will be more topical linking to particular upcoming events e.g. option choices in Y9 there will be discussions about what it involves and allow older students to share their knowledge with younger years, and those below
Staff career pathways	BM3 BM4	Across school, each member of staff will have an 'Careers passport' which is a poster about their own career journey. Helping students understand there are different paths they can take, and enabling them to speak to staff who may have had careers before teaching that they are interested in and have questions about. This is not just teaching staff but support staff too.
College assemblies	BM3 BM4	Over the course of the year all colleges have assemblies linked to careers which could be topical for a certain point in the year e.g. National Apprenticeship week, or they might be related to the wider world of careers e.g.



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		employability skills.
Noticeboard – whole school	BM1 BM3	Next to the year 11 lunchroom in a central school location we have a careers noticeboard which gives an overview of options available to all students at post-16 and post-18 including apprenticeships, further education colleges, universities, etc. There is also a list of useful contacts which covers all areas that was created by Entrust. It also explains what the different levels of study are and give key knowledge about what each career pathway is.
Noticeboard - departments	BM3 BM4	Each department by the end of the academic year will have a noticeboard highlight careers in their subject area; this can include links to areas of study, specific careers and skills used by people with careers in this subject.
Noticeboard – 6 th form	BM2 BM7 BM8	In the 6 th form study room we have a careers noticeboard which is where all university prospectuses, upcoming careers fairs, university open days, apprenticeship opportunities, etc are located which are available for students to use as they wish. Information sent by email about careers opportunities is also sent to student email accounts to give additional information there.
Employer talks	BM2 BM4 BM5	Over the course of the school year we are planning for employers to come in a talk about their career area to help inform students of what their job entails, what skills are needed, etc. These will hopefully link to different subject areas e.g. STEM sessions by RAF in Science.
School website	BM1 BM2 BM3 BM8	The school website contains the overview of our careers provision across all years in school, it also has our detailed CEIAG plan which includes what we are currently do and plans for 2020/21. This will develop into different sections for parents, students and employers with a variety of independent guidance added to support the careers work being done in school and ensure parents/carers are informed.
Curriculum & employability skills	BM3 BM4	Throughout the curriculum students will be looking at the 8 employability skills which are being developed during tutor time activities, within lessons these will be linked to specific curriculum content where relevant across all year groups. This will help students to understand how those subjects prepare them for the world of work beyond the content that is being taught.
National Careers Week (1 st -6 th March)	BM2 BM3 BM4 BM5	This is a national celebration of careers across the UK which we will be joining in, there will be different activities during tutor time for this, drop in activities during lunchtime for students, assemblies for each college, etc using and adapting nationally produced resources.
NS Careers Newsletter	BM2 BM3	At the start of the academic year and then each term there will be a specific careers newsletter on the school website and emailed directly to parents to update them on the careers work that has been happening in school, sharing and celebrating success stories as well as giving key relevant information such as college open days, etc and LMI.
Career aspirations survey	BM3	This is a whole school survey looking at what career areas/job students would like to go into and what career



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		pathways they find most appealing at this time. This is then used by career lead to help guide careers programme specific to school through employer talks, career pathways focus, etc.
Careers transition project in tutor	BM3	All students will undertake a transition project to be used in school with younger students, each year group has a different task based on age and careers development programme from CDI.

YEAR 7 CAREERS		
Event	Benchmarks	Session content
'Percy pigs' enterprise session	BM2	Students will have time off timetable to undertake an Enterprise day on careers which looks at the variety of jobs linked to a product – Marks & Spencer Percy Pigs sweets. This will be supported by our Enterprise advisor who will be helping students to understand the jobs at different stages of production, the subjects in school that would help, and the employability skills soft skills needed in different areas. The focus on the day is widening students' knowledge on careers linked to a single item, and therefore nationally how many careers there are. Pupils will be shown the inside of a factory so they can see what workplaces can be like, and we will hopefully be supported by an employee of Marks & Spencer.
	BM3	
BM4		
BM5		
BM6		
Year 7 PSHE Day:	BM2	
	BM3	What does my future hold – students to know what the common traits of successful people are, reflect on themselves and identify which they could develop. Students to consider what they want their future to look like and link to careers and how they can go about planning for this.
	BM4	School learning & employability – go through the employability skills referenced across school (skills builder programme), students to consider which skills have been developed over the year and what evidence supports this. Introduce students to enterprising skills and why these are also important in careers.
	BM8	Dream jobs – students to consider what they want in life in form of a dream cloud, students to then look at how this is affected by work using job profiles and work on budgeting. Students to look at job satisfaction and how this can change over time. Pupils to look at different jobs that are 'suited' to them based on interests and consider what job satisfaction these would give – link back to session on who am I?
		Want V need in finance – students to undertake a session on the basics of finance looking at want V need – students to look at basics of budgeting and understand that you need income to meet outcome as a minimum. Students to also look at why different jobs are paid more or less than others linked to additional responsibilities.



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Marks & Spencer employer talk	BM2 BM3 BM4 BM5	Linked to the enterprise session an employee from Marks and Spencer will come into school to give an employer talk on working for the company, covering the variety of career areas students can go into, what is available career wise in the local area (LMI) and there will be an opportunity for questions and answers from students.
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YEAR 8 CAREERS		
Event	Benchmarks	Session content
Year 8 careers lessons	BM3 BM4	Throughout the whole academic year all students in year 8 will have a specific lesson identifying how that subject is linked to a range of careers, this can include having visiting speakers or simply teacher led. This is to highlight in preparation for option choices in year 9 potential pathways linked to those subjects.
Year 8 PSHE Day	BM2 BM3 BM4 BM5	<p>Apprenticeships & T Levels – students to learn what apprenticeships are and the types of careers they can go into with them. Students to identify some of the bigger companies who work with apprenticeships. Students to know what the benefits of undertaking an apprenticeship at any level are.</p> <p>Job roles and progression – Students to understand there are different job roles within a business, and understand what different job titles mean. Students to look at different examples of jobs and how they can progress, then researching specific jobs they are interested in.</p> <p>LMI – Students to know what labour market information is and how it is useful to them in their careers. Students will learn where it can be accessed from and will look at example LMI for the Staffordshire area.</p> <p>Fairness at work – Students to know what prejudice and discrimination and consider how this can be a problem within a working environment. Students will link this to the protected characteristics and know where support can be gained at work. Students will also look at stereotyping of jobs and job roles begin to break these down and understand why they are damaging.</p> <p>Career pathways – Students to look at the pathways open to them from year 9 onwards, they will look at what options are open to them and learn about the different levels of qualifications. Students will understand where the key decision points in school are and the importance of having as much information as you can at these points.</p>
Amazon Factory visit	BM2 BM5 BM6	Students will undertake a trip to the Amazon Factory in Rugeley to experience one example of a workplace and see the kind of work which is done. This will then tie into work done back in school about the company and the jobs within the company which are available locally, nationally and globally – to help with their understanding of LMI and its importance when looking at future careers.
Amazon Employer talk	BM2 BM3	As part of the student trip to the Amazon factory an employee from Amazon will come into school to give an employer talk on working for the company, covering the variety of career areas students can go into, what is



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	BM5	available career wise in the local area (LMI) and there will be an opportunity for questions and answers from students.
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YEAR 9 CAREERS		
Event	Benchmarks	Session content
'Day at Work' parents evening talk	BM3 BM5 BM6	Students will spend 1 day at work with parents/guardians during the school personal development day or half term break. There will be a parents meeting beforehand to set out expectations and give out letters to ensure that they are aware of expectations and purpose of session to support careers education in school.
Year 9 PSHE day	BM2 BM3 BM4 BM5 BM8	<p>Enterprise in business – Students to learn about entrepreneurialism and being enterprising in relation to business. Students to self reflect on the skills they have that could be used in business, students to work in teams to develop their own enterprise activity within school.</p> <p>Career guidance & support – Students to look at the different options of support and understand the importance of building up a support network for careers guidance. Students to look at what type of support can be used in different circumstances and pros/cons of each one.</p> <p>Key decision points – Students to focus on key decision points in schooling GCSEs, post-16 options and post-18 options. Students to mind map advice on how to choose GCSE options and complete online module through START. Pupils to begin looking at option choices in school and set themselves targets of further research ready for options selection.</p> <p>First impressions – Students to learn about application process and the importance of first impressions in this both physically and through any documents submitted. Students to look at examples of good and bad practice and recognise what was done well, and how they could be improved.</p> <p>Employer speed dating – Students to undertake an employer speed dating session, this will consist of a range of employers coming into school and students will be in small groups and will have a series of set questions and the opportunity to ask their own to each employer about their work. They will be told where all the employers come from but will have to work out from questions who is who – helping to remove stereotypes attached to certain jobs or roles.</p>
'Day at Work'	BM3 BM5 BM6	Students will spend 1 day at work with parents/guardians during the school personal development day or half term break. The week leading up to this there will be an additional assembly to recap to students what the 'Day at Work' entails and the tasks they need to complete for this. After returning to school students will write up about their experiences and what they found out.



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Year 9 options assembly from Entrust	BM2 BM3 BM4 BM8	The schools independent career's advisor will give an assembly to our year 9 pupils outlining their options at year 9 and how to make decisions relating to this – what information can be used to inform their choices. There is also reference to the wider labour market and careers in the locality. Students have access to this PowerPoint on the school sharing platform.
Year 9 Parents evening	BM3 BM8	This is an opportunity for parents/carers to meet with their child's subject teachers. At this the careers lead and link governor will be present to offer parents careers information and to collect information for school's parent careers database.
Year 9 Options evening	BM3 BM4 BM8	On this evening students will be finding out more about what the different GCSE & BTEC options that are available at school, different subjects will highlight the links to careers from studying this subject. The careers lead/link governor will be present to support with careers questions and help build the parental database of support from willing parents.
KS3 University of Birmingham trip	BM3 BM7	Students will be taken to the University of Birmingham where they will spend a day on campus meeting students and lecturers, and undertaking sessions on what university is like, courses that can be studied, finance, who can go, etc. aiming to raise aspirations and make students aware of further education options.

YEAR 10 CAREERS		
Event	Benchmarks	Session content
Year 10 PSHE day	BM2	<p>Post-16 options – Students to look in detail at the different routes available at post-16 and consider the positives and negatives of each for them personally. Students to also have section on LMI and its importance when considering career and employment options.</p> <p>Going to university – Students to learn about the benefits of studying at university and what university can offer them. Students will discuss myths around university and common questions relating to the financial implications of going to university. Students will learn about the variety of degrees available and understand the common terminology associated with higher education.</p> <p>Learning through work – Students will look in detail about the range of apprenticeships available and what the different levels are, they will know the requirements of apprenticeships and the how to find them. Students will also learn about the option of T Levels and the ones available to students, students will then compare similarities and differences to apprenticeships.</p> <p>Treatment at work – Students will learn about expectations on companies in relation to equality, diversity, and inclusion. Students will be able to recognise what can be barrier in the workplace linked to protected characteristics. Students will also learn the rights and responsibilities on them for staying healthy and safe at work.</p>
	BM3	
	BM4	
	BM7	



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		Employability – Students to look at how they can make themselves more employable through the development of employability skills – students look in more detail at application process and expectation of skills as well as qualifications. Students will self-reflect on skills they have and areas to develop before setting targets building in opportunities at school or home to develop weaker skills.
Year 10 Parents evening	BM3 BM8	This is an opportunity for parents/carers to meet with their child’s subject teachers. At this the careers lead and link governor will be present in order to offer parents careers information and to collect information for school’s parent careers database.
Post-16 options assemblies	BM3 BM7 BM8	Over the course of a week students in year 10 will have various assemblies about different post-16 pathways, this includes an introduction from Careers lead about the assemblies, external South Staffs College, external ASK apprenticeships, 6 th form generally and specific to Nether Stowe.
Post-16 options evening	BM3 BM7 BM8	As a compliment to the assemblies in school we are holding a post-16 options evening for students and their parents/carers and to give them more of an opportunity to talk to the people from different pathways open to them and help inform parents to support students with their post-16 choices.
Visit to local Careers Fair	BM2 BM3 BM5 BM7 BM8	Students will be taken to a local careers fairs to gain information a bout post-16 options available to them for all career pathways from a variety of external sources.
Post-16 plans - interviews	BM3 BM8	Following on from the post-16 options assemblies and evening, all students in year 10 will have a careers conversation with a member of the school leadership team to discuss potential pathways and careers interested. This information is then collated by the school’s career lead to help with subsequent 1-to-1 interviews with our independent careers advisor, look at patterns of choice e.g. career areas or pathways to then develop the curriculum for the following year.
Post-16 options subject session	BM3 BM4	Throughout the summer term all students in year 10 will have a specific lesson identifying how that subject is linked to a range of careers, this can include having visiting speaks or simply teacher led. This is to highlight in preparation for pathway choices in year 11 and where the subject can lead when studied at a higher level.
'Dragon's den' entrepreneurial challenge	BM2 BM3 BM4 BM5	Students will have time off timetable to undertake a business challenge working with a local employer. This will be presented as a college competition, where students will look at marketing techniques, budgeting, teamwork, leadership skills, etc, and the development of enterprising skills. There will be a final presentation and judgement of the winning group by the local employer.
WEBASTO factory visit	BM2 BM5	Some students in Y10 will undertake a trip to the WEBASTO Factory in Sutton to experience one example of a workplace and see the kind of work which is done. This will include talks to employees there about the jobs they do,



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	BM6	employability skills they value, LMI, etc.
Year 10 careers assembly by M. Gilbert (Entrust)	BM2 BM4 BM8	During the academic year our independent careers advisor will do an assembly with our year 10 pupils going over all pathways open to them and how to widen their knowledge of careers ready for the next stage of their journey at post-16.

YEAR 11 CAREERS		
Event	Benchmarks	Session content
1-to-1 careers guidance meetings with M. Gilbert (Entrust)	BM2 BM3 BM8	Over the course of the academic year all students have a 1-to-1 careers guidance interview with Mike Gilbert from Entrust who supports them with careers advice and pathway information. For many students this is supplemented by a follow up appointment to check how progression is going. Additional careers guidance meetings can be requested by students themselves, pastoral support in school, SENCO or parents/carers. This information will then be shared with parents/guardians to help support their post-16 plans.
Post-16 interviews with SLT	BM3	These are interviews conducted by SLT for every pupil in Yr11 to look at post-16 plans including those who wish to progress to 6 th form within the school and subjects they may wish to study. This information will be shared with the careers lead to help support students with different post-16 pathways.
Year 11 PSHE day	BM2	Creating CVs – Students to undertake session building their own CV, looking at real examples and evaluating them on what is good and how they can be improved. Students to use self-reflection to consider what can go into their own CV.
	BM3	
	BM4	
	BM5	Interview techniques – Students to work with employer from recruitment agency on interview technique. Students will know the common types of questions that are asked, how best to respond in an interview and learn how they should prepare for an interview.
	BM8	Career management – Students will learn about the different types of careers there are and be able to apply real life examples for each. Students will reflect on why career choices can change over time and factors that affect this. Students will also research desired careers identifying different types and potential progression pathways in them.
		Application process – Students to learn about the typical application process for college, 6 th form or an apprenticeship and what to expect. Students will use real case scenarios on how to best prepare for selection process at post-16, linking in CVs and interview sessions.
		Next steps – Students to focus on bringing together work done through the day in planning next steps for their post-16 options and future careers using SMART targets. Students to use START platform to set their targets. Students will be reminded of different avenues of support for careers guidance.



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Year 11 careers assembly by M. Gilbert (Entrust)	BM2 BM3 BM8	As part of our Entrust package Mike Gilbert delivers an assembly to our year 11 students which encompasses Labour market information, career pathways post-16 and post-18, and gives students current an update on careers guidance.
Year 11 Parents evening	BM3 BM8	This is an opportunity for parents/carers to meet with their child's subject teachers. At this the careers lead and link governor will be present in order to offer parents careers information and to collect information for school's parent careers database.
Results day support	BM3 BM7 BM8	On the summer results day in August representatives from Entrust, our Head of 6 th form and Juniper training (at their request) are present to support students following the delivery of their final grades. Careers lead support Entrust in confirming all student options for post-16, and highlights any students who may need additional guidance based on grades obtained.

YEAR 12 CAREERS		
Event	Benchmarks	Session content
KS5 Tutor programme	BM3 BM4 BM5 BM7	As part of the 6 th form, students in year 12 and 13 have an additional tutor programme that runs during lesson time where all students have a study period. The tutor programme has some separate elements for year 12 and 13 and includes additional careers support and guidance through additional careers lessons led by head of 6 th form, as well as talks from external speakers, employers and alumni to broaden student's careers knowledge.
1-to-1 careers guidance meetings with Entrust	BM2 BM3 BM8	Over the course of the academic year all students can request a 1-to-1 careers guidance interview with Mike Gilbert from Entrust who supports them with careers advice and pathway information. Careers guidance meetings can be requested by students themselves, the Head of 6 th form or pastoral head, SENCO or parents/carers.
Year 12 Open evening	BM3 BM4 BM8	On this evening students will be finding out more about what the different A Level & BTEC Level 3 options that are available at school, different subjects will highlight the links to careers from studying this subject. The careers lead/link governor will be present to support with careers questions and help build the parental database of support from willing parents.
Year 12 Expectation evening	BM3 BM8	This is an opportunity for parents/carers to meet with head of 6 th form and pastoral head for an overview of expectations of 6 th form. At this the careers lead and link governor will be present in order to offer parents careers information and to collect information for school's parent careers database. Careers lead to go over careers provisions for 6 th form.
6 th form PSHE Day (Y12)	BM2 BM3 BM5	Post-18 options – Students to go over what their options are at post-18 and consider pros/cons of each in relation to their own situation. Students to consider career pathways in connection to option choices and evaluate each in relation to this. Students to create advice table and compare different sources of support.



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	BM7	<p>Apprenticeships – Students to look at apprenticeship options after post-18 and what they entail. Students to undertake direct comparison of apprenticeship route with university or full time employment for their own career pathway. Students to reflect on the qualities and characteristics needed for an apprenticeship and then self-reflect if this would suit them.</p> <p>Employability skills & employment – Students to look at skills rated by top employers. Pupils to self-reflect on employability skills and consider areas of strength and weakness. Students to have talk from employer of recruitment agency about application process and finding employment. Students to look at example job profiles and how they could evidence requested skills.</p> <p>Further & higher education – External session from university of Warwick on further and higher education options available. Students to know pathways into this area and benefits of studying speaking to students directly and comparing university to other pathway options.</p> <p>Self-employment & business – Students to have session from local employer James Blackman to learn about what it is like to be self-employed, and how this differs to working for a company. Students will learn about changing business structures using employers company as an example. Students will learn about responsibilities for being self-employed and see which areas can be more difficult as well as the benefits of self-employment.</p>
Year 12 Careers session with M Gilbert (Entrust)	BM2 BM3 BM8	Our independent careers advisor from Entrust will lead a session with year 12 talking about the wider world of work, look at careers and the different pathways students can take into them.
6 th form parents evening	BM3 BM8	This is an opportunity for parents/carers to meet with their child’s subject teachers. At this the careers lead and link governor will be present in order to offer parents careers information and to collect information for school’s parent careers database.
Post-18 option assemblies	BM3 BM7 BM8	Over the course of a week students in year 12 will have various assemblies about different post-18 pathways, this includes an introduction from Careers lead about the assemblies, external HE providers, external ASK apprenticeships, etc. This is done to make students aware of the pathways to enable them to start researching them in more detail and preparing for them.
Higher education evening	BM3 BM7 BM8	This is being led by our Head of 6 th form and students within the year group 6th form to give more information to students and parents about post-18 options and will include speakers from different organisations who will give more insight into the different routes available for students.
UCAS higher education exhibition (PSHE Day)	BM2 BM3 BM4 BM5	All students in year 12 go to the UCAS Higher education exhibition at the NEC in Birmingham. At this exhibition there are people from higher education providers, professional bodies, employers, apprenticeship providers, gap year organisations and commercial companies. The purpose of the visit is for students to explore the wide range of academic and career opportunities to help them make informed decisions and have the chance to speak directly to



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	BM7	people involved in the different sectors.
Employer talk local councillors (PSHE Day)	BM2 BM3 BM5	As part of PSHE day a variety of local councillors (parish, district, county, etc) will come into school to talk about their jobs and roles, students will be in small groups going round to discuss what they do and ask questions to the different councillors.
University trip	BM3 BM7	Students will be taken to a local university where they will spend a day on campus meeting students and lecturers, and undertaking sessions on what university is like, courses that can be studied, finance, who can go, etc. aiming to raise aspirations and make students aware of further education options.
Work experience week	BM3 BM5 BM6	Students will undertake work experience for the last week of the academic year in a career area they have an interest in. Students will be supported to find their own work experience placement and will have sessions in school to support them to do this. Following the work experience placement students will complete a write up of what they did and experience which will be used on their return to school in Y13 to help develop their own CVs.

YEAR 13 CAREERS		
Event	Benchmarks	Session content
KS5 Tutor programme	BM3 BM4 BM5 BM7	As part of the 6 th form, students in year 12 and 13 have an additional tutor programme that runs during lesson time where all students have a study period. The tutor programme has some separate elements for year 12 and 13 and includes additional careers support and guidance through additional careers lessons led by head of 6 th form, as well as talks from external speakers, employers and alumni to broaden student's careers knowledge.
1-to-1 careers guidance meetings with Entrust	BM2 BM3 BM8	Over the course of the academic year all students have a 1-to-1 careers guidance interview with Mike Gilbert from Entrust who supports them with careers advice and pathway information. This information will then be shared with parents/guardians to help support their post-18 plans.
6 th form PSHE Day (Y13)	BM2 BM3 BM5 BM7	UCAS or applications – Students to undertake a session on creating personal statements and applications to university through UCAS or steps to be taken for seeking employment/apprenticeship. Students undertaking UCAS will go through application process, deadlines, what goes into personal statement and research of university. Other students will look at how to approach job applications and update CVs and learn how to write cover letters.
		Interview skills – Students will have a session on interview technique linked to job interviews building on year 11 session. Students will look at type of interviews with specific reference to competency based interviews and techniques to support this.
		Personal brand/online profile – Students to have a session led by local employer on personal brand/online profile with specific reference to the value of a LinkedIn profile in employment and career development. Students will



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		<p>learn what a good online profile looks like and how to improve their own, as well as creating their own LinkedIn profile.</p> <p>Workplace behaviour & values – Students to learn what workplace values are and what you can learn about a company from its mission statements. Students to understand the importance of looking at the values of business and how they link to their own.</p> <p>ELEVATE time management – External session for students on time management.</p>
Mock interviews	BM3 BM4 BM8	These interviews are organised directly by the head of 6 th form and uses members of the school governing body and local businesses to stage mock interviews for our year 13, helping equip them with employability skills, ensuring they know which areas to work on and to give them a chance to speak directly with employers as well.
UCAS higher education exhibition	BM2 BM3 BM4 BM5 BM7	Students will be attending the UCAS higher education exhibition in Birmingham. At this exhibition there are people from higher education providers, professional bodies, employers, apprenticeship providers, gap year organisations and commercial companies. The purpose of the visit is for students to explore the wide range of academic and career opportunities to help them make informed decisions and have the chance to speak directly to people involved in the different sectors.
6 th form Parents evening	BM3 BM8	This is an opportunity for parents/carers to meet with their child's subject teachers. At this the careers lead and link governor will be present in order to offer parents careers information and to collect information for school's parent careers database.
PSHE day	BM2 BM3	During PSHE day students will have sessions on updating their CVs and how to approach job applications. These will be delivered by both school staff and external speakers and will give guidance on what should be included. There will also be a talk from a member of the school alumni on how students applying to university can develop their CV whilst also at university through societies, work experience, etc.
Results day	BM3 BM7 BM8	On the summer results day in August representatives from Entrust and our Head of 6 th form are present to support students following the delivery of their final grades. Support is then put in place for any students who did not obtain the grades they hoped for and direction is given on where to get additional support too.