



Gatsby Benchmark	Definition	Year 7	Year 8	Year 9	Year 10	Year 11	6 th Form
1 A Stable Careers Programme	Every school and college should have an embedded programme of career education and Guidance that is known and understood by teachers, pupils, governors and employers.	Employability programme					Year 12 Inspiration programme
		Careers lessons in PSHE / Form time					
		Annual staff, student and employer surveys					
2 Learning from Career and Labour Market information	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Students review job profiles in unifrog software					
		LMI data is available on the AVA website, parents receive emails					
		Careers notice board and LMI posters in curriculum area					
		Careers advisor available to support students – Appointment process					
3 Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	Year 7 Questionnaires				Action "What next" forms to identify students that require careers guidance.	
						Destinations survey sent to students at Christmas half term for 3 years after leaving	
						BCC intended destination form	Year 13 LinkedIn workshop - alumni
						BCC destination data	
4 Linking Curriculum Learning to Careers	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced careers learning as part of most curriculum areas	All subject areas have elements of careers planned – see each Curriculum department's Blue folder for an overview					



5 Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	Hi-Tech vis workshop			Speakers4schools			
		Employer assemblies on STEM						
		Careers, Apprenticeship, Further and Higher Education Fair						
		All subject areas have an element of careers planned and have been invited to invite visitors/ employers						
6 Experience of the workplace	Every pupil should have first-hand experience of the workplace through work visits, work shadowing and /of work experience to help their exploration of career opportunities and expand their networks.	Bring a parent to school	Take your child to work day		Work experience week			
		Most Able, STEM & subject-relevant trips to a variety of employers						
7 Encounters With Further and Higher Education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace					Encourage students to attend the MK Apprenticeship fair & Bucks Skills Show		
		Careers, Apprenticeship, Further & Higher Education Fair. ASK apprenticeship parent & student talk.						
		Careers advisor available to support students. Appointments process. (Priority given to year 11 & 13)						
					Passport Day Oxford Brookes	Reading university visit	Year 12 and 13 Ucas fair	
						Apprenticeship talks	University of Suffolk visit	
8 Personal Guidance	Every pupil should have opportunities for guidance interviews with a career	Careers advisor available to support students. Appointments process. (Priority given to year 11 & 13)						



	adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.	Pastoral support					
			interviews to review option choices			interviews to review 6 th form options	