

Gatsby Benchmark								
Year Group	A STABLE CAREERS PROGRAMME	LEARNING FROM CAREER & LABOUR MARKET INFO	ADDRESSING THE NEEDS OF EACH PUPIL	LINK THE CURRICULUM	ENCOUNTERS WITH EMPLOYERS	EXPERIENCES OF WORKPLACES	ENCOUNTERS WITH FURTHER & HIGHER EDUCATION	PERSONAL GUIDANCE
7	All students will complete future skills questionnaire. Students and their families will have access to careers resources on school website and through Unifrog launches.	All students will explore careers that fit with their values, interests and skills and have access to a LMI Careerometer tool on school website and via Unifrog links.	All students will receive guidance via assembly on the range of careers available regardless of background or stereotypes. National careers week to provide overview of options available. Enrolment onto Unifrog.	All students will take part in careers in subjects weeks and a termly focus in form time regarding skills and knowledge regarding career pathways.	All students will encounter employers within an annual careers fair.	Students will explore and develop skills required by employers through apprenticeship assemblies delivered by ASK	All students will participate in raising aspirations assemblies (careers week). All students will encounter employers within an annual careers fair.	All students will have termly form time reflection activities which support self-reflection, raise aspirations and develop a positive mind set for success based on individual need.
8	All students will complete future skills questionnaire. Students and their families will have access to careers resources on school website and through Unifrog launches.	All students will explore careers that fit with their values, interests and skills and have access to a LMI Careerometer tool on school website and via Unifrog links.	All students will receive guidance via assembly on the range of careers available regardless of background or stereotypes. National careers week to provide overview of options available. Enrolment onto Unifrog.	All students will take part in careers in subjects weeks and a termly focus in form time regarding skills and knowledge regarding career pathways.	All students will encounter employers within an annual careers fair.	Students will explore and develop skills required by employers through apprenticeship assemblies delivered by ASK DFE provider	All students will participate in raising aspirations assemblies (careers week). All students will encounter employers within an annual careers fair.	All students will have termly form time reflection activities which support self-reflection, raise aspirations and develop a positive mind set for success based on individual need.
9	All students will complete future skills questionnaire. All students will attend the Year 9 Options Evening. Students and their families will have access to careers resources on school website.	All students will explore careers that fit with their values, interests and skills and have access to a LMI Careerometer tool on school website and via Unifrog links.	The Options process will support students to make appropriate pathway choices according to their abilities. Enrolment onto Unifrog.	All students will take part in careers in subjects weeks and a termly focus in form time regarding skills and knowledge regarding career pathways. Specific SoW used in PDE to support careers choices.	All students will encounter employers within an annual careers fair. Attendance to annual Sustainability Careers festival to support green careers of the future.	Students will explore and develop skills required by employers through apprenticeship assemblies delivered by ASK DFE provider.	All students will participate in raising aspirations assemblies (careers week). All students will encounter employers within an annual careers fair and a visit to a Higher Education provider.	All students will have termly form time reflection activities which support self-reflection, raise aspirations and develop a positive mind set for success based on individual need. All students will receive guidance as part of Options interviews. Careers advisor to attend the Year 9 Options Evening.
10	All students will complete future skills questionnaire. All students and their families will have access to careers resources on school website.	All students will explore careers that fit with their values, interests and skills and have access to a LMI Careerometer tool on school website and via Unifrog links.	Individual careers meetings will start to be held with designated careers advisor. Termly Unifrog sessions to update personal careers profiles.	All students will take part in careers in subjects weeks and a termly focus in form time regarding skills and knowledge regarding career pathways. Specific SoW used in PDE to support careers choices.	All students will encounter employers within an annual careers fair. Range of careers-based visits/trips including separate mentoring schemes with two city firms to increase exposure to employers. Partnership with Construction Youth Trust to support apprenticeships/courses in technical industries.	Students will explore and develop skills required by employers through apprenticeship assemblies delivered by ASK DFE provider. Two ACHIEVE days with focus on employability skills to build experience of workplaces.	All students will participate in raising aspirations assemblies (careers week). All students will encounter employers within an annual careers fair. Visit to Russell Group University to raise aspirations.	All students will have termly form time reflection activities which support self-reflection, raise aspirations and develop a positive mind set for success based on individual need. Individual careers meetings start to be held.

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11	All students will complete future skills questionnaire. All students and their families will have access to careers resources on school website.	All students will explore careers that fit with their values, interests and skills and have access to a LMI Careerometer tool on school website and via Unifrog links. Progress night interviews to support with next steps.	Individual careers meetings will start to be held with designated careers advisor. Termly Unifrog sessions to update personal careers profiles. Visits to local colleges and support with post 16 admissions provided to students in SDD	All students will take part in careers in subjects weeks and a termly focus in form time regarding skills and knowledge regarding career pathways.	All students will encounter employers within an annual careers fair. Range of careers-based visits/trips e.g. STEM aviation.	Students will explore and develop skills required by employers through apprenticeship assemblies delivered by ASK DFE provider. Two ACHIEVE days with focus on employability skills to build experience of workplaces.	All students will participate in raising aspirations assemblies (careers week). All students will encounter employers within an annual careers fair. Bespoke careers assemblies to support with next steps and applying for post-16 courses.	All students will have termly form time reflection activities which support self-reflection, raise aspirations and develop a positive mind set for success based on individual need. Individual careers meetings held with designated advisor to support transition. Follow up with any potential NEETS post-progress evenings.
12	Yr12 Parent Information Evening Yr12 Spangle Programme PUSH Presentation Post 18 Week Mentoring opportunities Post 18 Options Careers in industry event eg Media truck Visits 1.1 Careers Meetings	Yr12 Spangle programme Post 18 Week Access to LMI Careerometer on school website/prospects and career pilot Excel UCAS fair Pathways Events eg IT/Teaching/psychology/law/engineering/medicine Social Mobility Programme	Tutor Programme Student one to one meetings Application assistance (UCAS, Apprenticeship. Work) Careers Meeting Option Pathway Aspiration Questionnaire yr12 – regularly updated Careers clinic- break time ROP/K+/Apply Cambridge initiatives Yr12 Opportunities Tracker	Spangle Programme eg Career questionnaire Department subject outlines include Careers Pathways Departmental Display showing careers routes/options Departmental Display posters linked to apprenticeship options Departmental worksheet & bundles, linked to future pathways Unifrog – research facilities UCAS hub Destinations Data Guest speakers Shared staff area with subject resources.	Careers Fair Discover risk/Fortune - CII & local companies Young professionals' webinars, insight days; virtual work experience, summer internships Apprenticeships Information (SF6) Law group – link to Govenor (Lawyer) KPMG – Link to ex student Speakers 4 Schools Herbert SmithFreehills Scholarship Opportunity Medic mentors Achieve days Jungle creations Mentorship	Young Professionals – webinars; insight days; virtual work experience; summer internships; Speakers 4 Schools experiences Work experience placements Insight days Virtual opportunities Work shadowing Herbert SmithFreehills Scholarship Opportunity Advice Assistance to obtain work experience City Careers insight eg Nursing CTEC/BTEC work experience module	Yr 12 Spangle Programme PE Essex uni link Excel UCAS exhibition Essex University Partnership Post 18 Week Future Learn courses Unifrog UCAS hub	1.1 careers guidance meetings with a qualified careers adviser Action plan document Post 18 Week Application assistance (UCAS), Apprenticeship, Work) Parents Evening Careers Meeting Option Yr12 Spangle careers-based questionnaire suggesting career option (based on Myers & Briggs)
13	Yr13 Parent Information Evening Yr13 Spangle Programme Careers Week Apprenticeship Week Unifrog Careers Meetings Designated Career Pathway Boards	Yr13 Spangle programme Unifrog university/apprenticeship search Access to LMI Careerometer on school website/prospects and career pilot	Tutor Programme Student one to one meetings Application assistance (UCAS, Apprenticeship. Work) Careers Meeting Option	Spangle Programme eg careers questionnaire Department subject outlines include Careers Pathways Departmental Display showing careers routes/options	Careers Fair Young professionals – webinars; insight days; virtual work experience, summer internships, Apprenticeship information (SF6) Speakers 4 Schools	Young Professionals – webinars; insight days; virtual work experience; summer internships; Speakers 4 Schools experiences	Yr13 Spangle Uni open days encouraged Assistance to apply to other further education establishments for those students wishing to change pathways.	1.1 careers guidance meetings with a qualified careers adviser Action plan document Yr13 Spangle – Pathways support Unifrog – individualised Favourite's ability UCAS hub

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	UCAS/Apprenticeship/non university preparation and guidance	Student finance talk	<p>Pathway Aspiration Questionnaire yr12 – regularly updated</p> <p>Yr13 Opportunities tracker</p> <p>Result day support</p>	<p>Departmental Display posters linked to apprenticeship options</p> <p>Departmental worksheet & bundles, linked to future pathways</p> <p>Unifrog – research facilities</p> <p>UCAS hub</p> <p>Destinations Data</p> <p>Shared staff area with subject folder resources</p>	<p>Civil Service Employability Day</p> <p>Business students LFW</p> <p>Achieve Days</p>	<p>Work experience placements</p> <p>Insight days</p> <p>Virtual opportunities</p> <p>Work shadowing</p> <p>Advice Assistance to obtain work experience</p> <p>CTEC/BTEC work experience module</p>		
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