

GATSBY BENCHMARKS:

WHAT ARE THEY?



1

Every school and college should have an embedded programme of career education and guidance that is understood by pupils, parents, teachers and employers

2

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.

3

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.

4

All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

5

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.

6

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

7

All pupils should understand the full range of learning opportunities that are available to them. This includes both vocational routes and learning in schools, colleges, universities and the workplace.

8

Every pupil should have opportunities for guidance interviews with a careers 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.

Gordon's School Careers Programme

This is an inspiring programme designed to develop students' employability, career management and learning skills. Students will complete a self-awareness programme during PSHE. They will also learn how to search, apply for and succeed in future and education opportunities.

In addition to the school's own Sixth Form, students are made aware of local educational establishments and students are encouraged to attend open evening as well as being supported to attend college interviews. One to one guidance interviews are conducted by our independent Careers Adviser Mark Anderson (Diploma in Career Guidance, Level 6) from Kickstart Careers Coaching. Every student is treated individually and supported with their decisions.

Students are prepared for each transition point and the choices they make during assemblies, option evenings, small group sessions and one to one interviews.

Students in Years 10-13 will have at least one impartial career guidance interview with Mark Anderson. Parents and carers will be notified of their child's careers appointment in advance and will receive a summary of the discussion by email.

Teachers are responsible for promoting their subjects and the relevance of the curriculum by adding real life context to lessons and linking subjects to careers and the real world. Cross-curricular skills are also developed enabling students to become lifelong learners.

The Gatsby Benchmarks are a framework of eight guidelines about what makes the best careers provision in schools and colleges. Each of the above activities relate to at least one of these benchmarks.

1. A stable careers programme
2. Learning from labour market information
3. Addressing the needs of each pupil
4. Linking learning curriculum to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance.

Each House within the school has a careers' noticeboard. As well as up to date information on careers' events, this year we have a monthly theme of careers related to a specific curriculum subject displayed on each noticeboard. This links to benchmark 4.