

Gatsby Bench Marks								
	A stable careers programme	Learning from career and labour market information	Addressing the needs of each pupil	Linking curriculum learning to careers	Encounters with employers and employees	Experiences of workplaces	Encounters with further and higher education	Personal guidance
	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.	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.	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.	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.	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.	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.	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.	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.
Year 7	Fully planned programme on the website, Twitter page, letters to parents and texts	Careers Drop down day Career week activities	Careers Drop down day - Who am I?, Using Unifrog Job of the week on the bulletin	In all departments there are posters/or displays of careers within that department. On student bulletin. PHSE/Life Lessons Unifrog training for teachers Career week activities Careers Talks as they are linked to subjects sometimes	Careers talks with employers Career week activities	Take your teen to work day		box in the library to request meeting at any time
Year 8		Careers Drop down day	Careers Drop down day - What can I offer/how do I learn, Using Unifrog Job of the week on the bulletin		Careers talks with employers Career week activities	Take your teen to work day	Unifrog gives options of job routes	box in the library to request meeting at any time
Year 9		Options evening, Options drop down day, PP 1 to 1 meeting with Cheryl, parents are invited Career week activities	Options evening, Options drop down day, PP 1 to 1 meeting with Cheryl, parents are invited, Using Unifrog. Job of the week on the bulletin		Careers talks with employers, take your teen to work day? Birmingham trip for PP, Trip to Caterpillar with HAP. Networking Career week activities	Take your teen to work day	Options drop down day where the differences in options - A-level, BTEC, apprenticeships are explained	PP 1 to 1 meeting with Cheryl, parents are invited, box in the library to request meeting at any time
Year 10		Careers Drop down 2 days, PP 1 to 1 meeting with Cheryl, parents are invited, information evening for parents, assembly for students re post 16 Career week activities	PP 1 to 1 meeting with Cheryl, parents are invited, Using Unifrog, assembly on post 16, guide to personal statements and interviews on drop down day, World of work day where students decide on area to work. Job of the week on the bulletin		Careers talks with employers, work experience, world of work day, Birmingham trip for PP, Trip to Caterpillar with HAP Career week activities	Work experience, Trip to Catapillar, A number of year 10 students have part time jobs	Trip to Birmingham's careers fayre where there are universities plus employers offering apprenticeships	PP 1 to 1 meeting with Cheryl, parents are invited, box in the library to request meeting at any time
Year 11		1 to 1 meeting with Cheryl twice - September and March, post 16 Fayre Career week activities	1 to 1 meeting with Cheryl twice - September and March, post 16 Fayre. Job of the week on the bulletin		Careers talks with employers, Post 16 Fayre Career week activities	A number of year 11 students have part time jobs	Post 16 Fayre where there are schools, colleges that offer both A-levels and BTEC/vocational plus apprenticeships and other employers	1 to 1 meeting with Cheryl twice, box in the library to request meeting at any time

