

	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	Networking Careers newsletter with LMI info	Networking, Using Unifrog Careers newsletter with LMI info	In departments there are posters/or displays of careers within that department. Careers newsletter with LMI info PHSE Lessons Careers Talks as they are linked to subjects sometimes	Careers talks with employers Networking		Unifrog gives options of job routes	Independent careers advisor has a school email which the student use to communicate directly with her, box in the library to request meeting at any time
Year 8		Networking Careers newsletter with LMI info	Networking, Using Unifrog Careers newsletter with LMI info		Careers talks with employers Networking		Unifrog gives options of job routes	Independent careers advisor has a school email which the student use to communicate directly with her, box in the library to request meeting at any time
Year 9		Options evening, Networking Careers newsletter with LMI info	Networking, Options evening, Networking, , Careers newsletter with LMI info		Careers talks with employers Networking		Options drop down day where the differences in options - A-level, BTEC, apprenticeships are explained	Independent careers advisor has a school email which the student use to communicate directly with her,
Year 10		Work experience, information evening for parents, Careers newsletter with LMI info What career Live trip	Small group workshop with Independent careers advisor Using Unifrog, assembly on post 16, guide to personal statements, careers newsletter with LMI info		Careers talks with employers, work experience, What career Live in Birmingham,	Work experience	Assemblies from Post 16 providers	Independent careers advisor has a school email which the student use to communicate directly with her, small group workshop x2 with Independent careers advisor, box in the library to request meeting at any time
Year 11		1 to 1 meeting with Independent careers advisor twice - September and November, post 16 Fayre Careers newsletter with LMI info	1 to 1 meeting with Independent careers advisor twice - September and March, follow up if needed in Jan/Feb, post 16 Fayre. Careers newsletter with LMI info		Careers talks with employers, Post 16 Fayre Assemblies		Post 16 Fayre where there are schools, colleges that offer both A-levels and BTEC/vocational plus apprenticeships and other employers	Independent careers advisor has a school email which the student use to communicate directly with her, 1 to 1 meeting with Independent careers advisor twice, box in the library to request meeting at any time