



## The Gatsby Benchmarks

<b>1. A stable careers programme</b>	Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.	+ We have a structured careers programme that has the explicit backing of the senior management team, and has an identified and appropriately trained person responsible for it. + The programme is regularly evaluated with feedback from pupils, parents, teachers and employers as part of the evaluation process.
<b>2. Learning from career and labour market information</b>	Every student, 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.	+ By the age of 14, all students should have accessed and used information about career paths and the labour market to inform their own decisions on study options. + Parents are encouraged to access and use information about labour markets and future study options to inform their support to their children.
<b>3. Addressing the needs of each student</b>	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.	+ SNS careers programme actively seeks to challenge stereotypical thinking and raise aspirations. + SNS maintains data for each student on their education, training or employment destinations.
<b>4. Linking curriculum learning to careers</b>	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	+ By the age of 14, every student should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.



<b>5.Encounters with employers and employees</b>	Every student 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 year, from the age of 11, students participate in at least one occasion to meet with an employer to learn about what work is like or what it takes to be successful in the workplace.
<b>6.Experiences of workplaces</b>	Every student 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.	+ By the age of 16, every student should have had at least one experience of a workplace, additional to any part-time jobs they may have. + By the age of 18, every student should have had one further such experience, additional to any part-time jobs they may have.
<b>7.Encounters with further and higher education</b>	All students 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.	+ By the age of 16, every pupil should have met with providers of the full range of learning opportunities, including Sixth Forms, colleges, universities and apprenticeship providers. + By the age of 18, all students who are considering applying for university should have had at least two visits to universities.
<b>8.Personal guidance</b>	Every student should have opportunities for guidance interviews with a career 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.	+ Every student should have at least one careers guidance interview by the age of 16, and the opportunity for a further interview by the age of 18.