

The expectation is that schools will work towards the Gatsby Benchmarks and meet them by the end of 2020.

Gatsby Benchmark	Requirements	Examples of School Provision Links with school's careers programme
A stable careers programme	Embedded programme of careers education and guidance that is known and understood by pupils, parents, teaching staff, governors and employers	<ul style="list-style-type: none"> • Careers plan available on website for each year group that scaffolds up careers advice and experiences. • Embedded careers information within all subjects at all levels • Resources available on website
Learning from careers and labour market information	Access to high quality information about future study options and labour market opportunities. Support from an informed adviser to make best use of available information.	<ul style="list-style-type: none"> • Access to appropriate information and resources on the internet, books and leaflets • Year 7, 8 & 9 core IT lessons focus on Labour Market Information (LMI) via the START Programme. • Year 10 PRC lessons will include LMI and careers information. • Year 11 via Wellbeing sessions in registration. • Information for parents via letter/portal signing posting to LMI information
Addressing the needs of the pupils	Opportunities for advice and support to be tailored to the bespoke needs of each pupil. Programme to embed equality and diversity considerations throughout	<ul style="list-style-type: none"> • Subject specific careers resources used to challenge stereotypes and raise aspirations across all subjects and key stages • Promotion of STEM activities to girls, • Systematic records kept for each students' careers advice
Linking curriculum learning to careers	Teachers to link curriculum learning with careers. STEM subjects to highlight relevance of SYEM subjects for a wide range of careers paths.	<ul style="list-style-type: none"> • STEM subjects ensure future careers paths are embedded into the teaching curriculum • Bi-annual Careers Fair for all year groups • Activities and events for all year groups during Collingwood Careers Week (CCW) October and National Careers Week (NCW) in March
Encounters with employers and employees	Multiple opportunities to learn from employers about work, employment and the skills that are valued in the work place.	<ul style="list-style-type: none"> • Bi-annual careers fair • During CCW & NCW employers are invited to assemblies for each year group • Staff to talk to students in assemblies about career pathways • Year 8, 9 and 11 options assemblies to focus on career pathways for subjects • All subject areas invite industry representatives at least once per year/per year group to talk to students/lead an activity
Experiences of workplaces	First hand experiences of work places through work visits, work shadowing and/or work experience.	<ul style="list-style-type: none"> • Students are encouraged to complete any work experience during the school holidays.
Encounters with further and higher education	All pupils should understand the full range of opportunities that are available to them	<ul style="list-style-type: none"> • Year 12 students take part in two trips to universities (Nov and July) • Assembly talks for all year groups from local FE/HE providers.
Personal guidance	Opportunities for guidance with a careers adviser, internal or external, timed to meet individual needs	<ul style="list-style-type: none"> • All students' have a careers interview in years 8, 9 and 11