

# GATSBY BENCHMARKS

What are they?

## 1 A stable careers programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents/carers, teachers and the wider group such as agencies and governors.

## 2 Learning from career and labour market information

Every pupil, and their parent/ carer, should have access to good quality, inclusive information about 'next step' options and labour market opportunities. They should have the support of an informed adviser to make the best use of this information.

## 3 Addressing the needs of each pupil

Pupils' career guidance needs vary by stage. Support should be individualised, embedding equality and diversity across the careers programme. Collecting destination data enables data-driven decisions and targeted support for all pupils

## 4 Linking curriculum learning to careers

All educators should connect subjects to relevant careers, helping students link learning to work. Careers should feature in CPD, ensuring teachers can effectively embed career relevance and skill development across the curriculum.

## 5 Encounters with employers and employees

Every pupil should have multiple opportunities to have meaningful interactions with employers from different industries. These visits should be 'impactful' and 'beneficial' to the students, with an emphasis on strengthening both digital and in-person workplace encounters.

## 6 Experiences of workplaces

Every pupil should have first-hand experience of real work environments through work visits, work shadowing and/ or work experience to help their exploration of career opportunities, expand their networks and gain insight into possible 'next steps'.

## 7 Encounters with further and higher education

All pupils should understand the full range of learning opportunities that are available to them beyond the age of 16. This includes all academic, vocational and technical pathways.

## 8 Personal guidance

All pupils should have guidance meetings with a trained careers adviser during key study or career decisions. These should be tailored to individual needs, with the careers leader, SEND coordinator, and key staff ensuring guidance is effective and fully integrated into the careers programme.