

The Gatsby Benchmarks and Action Plan 2018-20

Statutory guidance for careers education published in January 2018 introduced the Gatsby Benchmarks. It is expected that schools will use the benchmarks as an audit tool and it is an expectation that schools will meet them in full by the end of 2020.

Benchmark	What this means in practice	Actions Taken
A stable careers programme	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.	<p>Careers programme written and delivered in PSHE and shared with staff.</p> <p>School website regularly updated with careers information, including labour market information</p> <p>Careers & Work Related Learning policy statement to be available on the website when approved by governors.</p> <p>Systematic feedback is built into the evaluation of careers programme from parents, students and stakeholders and staff.</p>
Learning from career and labour market information	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.	<p>Students use up-to-date careers and LMI via KUDOS delivered across PSHE Sessions 7-11, and Unifrog 12-13. And in careers meetings.</p> <p>Parents have access to career paths and LMI via the school website careers links.</p> <p>Careers section of school library set up and updated twice yearly.</p>
Addressing the needs of each student	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	The careers programme raises aspirations of all students through events such as the annual Post-18 Days, University HE Convention and Careers Fair. Personal guidance is promoted at times that key decisions

	equality and diversity considerations throughout.	are made and systematic records for all students are kept confidentially.
Linking curriculum learning to careers	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.	Careers education is included in PSHE for years 7-11 delivered by Head of Careers and supported by school Careers Advisor. It is made relevant to parents' evenings and open evenings and standard lessons, specifically English, science and maths.
Encounters with employers and employees	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	The school's Careers & Work Related Learning policy has further details. Y12 carry out compulsory volunteering across two terms of their enrichment studies.
Experiences of workplaces	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.	The importance of meaningful work experience for all pupils in Sixth Form is highlighted. See presentation on school website for details.
Encounters with further and higher education	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.	Kent Higher Education Exhibition trip available to Year 12. County Careers Fair for Year 9 pupils to find out what other providers can offer, including apprenticeships.
Personal guidance	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.	All pupils have the offer of personal guidance interview with the school's qualified Careers Advisor. Careers meetings are offered on a Wednesday/Thursday across the

	These should be available whenever significant study or career choices are being made.	academic year, unless otherwise arranged. Personal guidance is available on relevant parents' evenings and results' days. Full details in student planner.
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