

Denefield Careers Programme 2025-26 - Gatsby Benchmark Summary

Gatsby Benchmarks	What it should look like	Current Compass Benchmark score July 2025	KS3			KS4		KS5			
			Y7	Y8	Y9	Y10	Y11	Y12	Y13		
1. A stable careers programme	An embedded programme of career education and guidance that is known and understood by students, parent/carers/carers/carers, staff, trustees and other stakeholders.	100%	Careers Policy, embedded programme and action plan Regular and ongoing evaluation of the programme via students, staff and other stakeholders including destinations data and alumni feedback Qualified and accredited Careers Leader with SLT and Trustee support Success for Life and CHARACTER value programme								
2. Learning from career and labour market information	Every student, parent/carer/carer, staff who support students should have access to good quality and up-to-date information about future pathways, study options and labour market opportunities. Young people with SEND or other challenges (and their parent/carer/carers may require additional or alternative information. Students have the support of an informed adviser to	100%	Use of the Unifrog platform in all year groups and available for parents/carers to use. Information sharing on school website. Up to date information about careers market, events, open days, etc is shared by Year group on the Futures Bulletin, which is visible to parent/carers/carers/carers and students. Curriculum areas include relevant LMI into lesson content to enhance careers learning. Events involving alumni and local employers for all year groups.								
3. Addressing the needs of each student	Students have different career guidance needs at different stages. The careers programme should help them navigate their concerns about any barriers to progression in their future career. Opportunities for advice and support need to be tailored to the needs of each student. The careers programme should embed equality and diversity considerations throughout.	100%	All year groups. Unifrog enables students to research a range of different pathways, track and record their progress. Staff can also track and record students progress and this information can transfer with the student if and when they leave the school. A range of age-appropriate trips, events and activities to broaden student's horizons and stimulate their curiosity. Welfare teams and teaching staff can refer students for careers advice appointments to support a variety of barriers to learning. Where appropriate PP and students with SEND are prioritised for careers advice and other activities and events. EHCP students have access to a careers adviser prior to annual reviews at key points such as GCSE, post-16 or post-18 options. Recording of information about student's careers advice and learning is recorded using Provision Map to facilitate information sharing.								
			Additionally: Y9 GCSE taster lessons, Options assemblies and Options Information evening			Additionally: KS5 Information Evening, Assemblies to support FE applications. Sixth Form interviews and further destinations interviews for students not applying to Sixth Form.		Additionally: Induction Day, careers training and mentoring launch, tutor 1:1 meetings. UCAS application workshops, tutor 1:1 meetings Weekly enrichment sessions to improve confidence, employability and			
4. Linking curriculum learning to careers	As part of the school's programme of careers education, all teachers should link curriculum learning with careers. Subject teachers should highlight the progression routes for their subject and the relevance of the knowledge and skills developed in their subject for a wide range of career pathways.	100%	All lessons explicitly linking learning to careers, for example with direct instruction on real life applications of what they are learning or with references to career pathways or jobs that would use the skills/knowledge that is being taught. Clubs and Extra Curricular opportunities such as Green Power challenge, Combined cadet force, Football Coaching qualification. Every trip is a careers experience - Trips and visits enhance the learning and provide opportunities to see the subject in real life or expand on the understanding of how that subject can lead to a rewarding career.								

5. Encounters with employers and employees	<p>Every student has 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.</p> <ul style="list-style-type: none"> • Every year, from the age of 11, students should participate in at least one meaningful encounter with an employer. 	100%	Employer led event each academic year for each year group Futures Fair		<p>Futures Fair Y10 Destinations Day Y10 work shadowing Apprenticeship workshops and presentations.</p>	<p>Enrichment programme providing presentations and workshops with local employers and apprenticeship providers Y12 work experience Futures Fair Mock Interview programme</p>	
6.Experiences of workplaces	<p>Every student should have first-hand experiences of workplaces to help their exploration of career opportunities and expand their networks.</p> <ul style="list-style-type: none"> • By the age of 16, every student should have had meaningful experiences of workplaces. • By the age of 18, every student should have had meaningful experiences of workplaces. 	87%	<p>Students from Year 9 and upwards are encouraged to undertake virtual WE opportunities relevant to their aspirations</p> <p>Opportunities are notified via the Futures Bulletin or personally by the careers advisor or welfare team</p> <p>Opportunities are offered via trips, visits and extra-curricular to experience a variety of workplaces e.g.Green Power Racing, Magistrates Court mock trial, Royal Berkshire youth</p>		<p>In addition to sharing information about virtual and in-person work experience opportunities, students undertake work experience in Year 10.</p>	<p>In addition to sharing information about virtual and in-person work experience opportunities and strongly encouraging students to undertake a variety of opportunities, students do a week of work experience in Year 12.</p>	
7.Encounters with further and higher education	<p>Every student should have 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.</p> <ul style="list-style-type: none"> • By the age of 16, every student should have had meaningful encounters with providers of the full range of learning opportunities, including sixth forms, colleges, universities and ITPs. • By the age of 18, all students who are considering applying to higher education should have had meaningful encounters with providers of the full range of learning opportunities, including sixth forms, colleges, universities and ITPs. 	100%	<p>Up to date information about careers market, events, open days, etc is shared by Year group on the Futures Bulletin, which is visible to parent/carers and students.</p> <p>Futures Fair introduces all year groups to a variety of further education and higher education providers including A-level, T-level, other vocational and apprenticeship providers</p>		<p>Y10 Destinations Day introduces students to a full range of FE and apprenticeship providers and allows them to interact with alumni currently at university to find</p>	<p>Opportunities for FE and Apprenticeship providers to come into school speak to students and support with applications.</p> <p>Where required,</p>	<p>UCAS Discovery tour and enrichment programme</p> <p>Destinations Expo, Create your Future and enrichment programme</p>
8.Personal guidance	<p>Every student should have opportunities for guidance meetings with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These meetings should be available for all students whenever significant study or career choices are being made. They should be expected for all students but should be scheduled to meet their individual needs. The careers leader should work closely with the careers adviser, SEND coordinator (SENDCO) and other key staff to ensure personal guidance is effective and embedded in the careers programme.</p> <ul style="list-style-type: none"> • Every student should have at least one personal guidance meeting with a careers 	100%	<p>Availability of Careers Advisor appointments for any student that needs one, from any year group. SEND team, welfare team or teaching staff can refer to Careers Lead.</p>		<p>Referral for Careers Counselling/Options support. Parent/carer and student appointments for Options choices Whole year Options assembly and Options evening. Options specific lessons (Unifrog)</p>	<p>Careers Adviser group sessions and 1:1 sessions for Post-16 options. Referrals for Careers Counselling. Y11 parent/carer's briefing on Post-16 options. Availability of parent/carer's evening appointments with Careers Adviser.</p>	<p>Careers advisor 1:1 appointments and drop in sessions. Referrals for students with barriers to success or without plans. Support with UCAS, apprenticeship and job applications.</p>