

Gatsby Benchmarks	What it should look like	Current Compass Benchmark Score July 2023	Whole School	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, parents/carers, teachers, trustees and employers.	100%	Careers Policy, three year careers plan, Link Trustee for Careers, Accredited Careers Lead with SLT Link. Destinations data and future skills questionnaire.	Success for Life, assemblies and tutor time programme - topics include 'Democracy and Parliament', Equality and Discrimination, National Careers Week, Volunteering, Life Skills, Research Skills, International Day of Women in Science, National Careers Week, Justice System, Volunteering and Current Affairs (weekly topic). Building soft skills relevant to each year group, and 'Cultural Capital'.						
2. Learning from career and labour market information	Every student and their parents/carers have access to good quality information about future study options and labour market opportunities. They have the support of an informed adviser to make best use of the information.	100%	Up to date information about careers market, events, open days, etc is shared by year group on the Satchel One noticeboard, which is visible to parents/carers and students. Curriculum areas include relevant LMI into lesson content to enhance careers learning. Termly Career Talks. Career Highlight of	Unifrog in Careers Library and Apprenticeships Library. Relevant links on school website. Up to date information shared on Satchel One noticeboard.			Unifrog in Careers Library and Apprenticeships Library. Relevant links on school website. Up to date information shared on Satchel One noticeboard.		Unifrog in Careers Library and Apprenticeships Library. Relevant links on school website. Up to date information shared on Satchel One noticeboard.	

			the Week. Termly Tutor time activities.						
3. 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. The careers programme should embed equality and diversity considerations throughout.	100%	See Benchmark 1 for events and activities relating to different year group needs. SEND and PP students are prioritised for activities, events and guidance. EHCP students have access to a careers adviser prior to annual reviews in Year 8 for options choices, in Years 10/11 for Post-16 choices, Years 12/13 for Post-18 choices.	Destinations Day, career talks and employer led events for example IGD employability skills, STEAM, Hi Tech Horizons (as available)	GCSE taster lessons, options assemblies and Options Information Evening Unifrog enables students to research a range of different pathways and this can be tracked by staff. A range of age-appropriate trips, events and activities to broaden students' horizons and stimulate their curiosity.	Introduction to HE, FE and Apprenticeships etc. A range of age-appropriate trips, events and activities to broaden student's horizons and stimulate their curiosity.	Unifrog enables students to research a range of different pathways and this can be tracked by staff. KS5 Information Evening, assemblies to support FE applications. Sixth Form interviews and further destinations interviews for students not applying to Sixth Form.	Induction Day, careers training and mentoring launch, tutor 1:1 meetings. Unifrog enables students to research a range of different pathways and this can be tracked by staff. Master-classes in support of applications for HE and employment. Weekly enrichment sessions to improve confidence, employability and	UCAS application workshops, tutor 1:1 meetings Unifrog enables students to research a range of different pathways and this can be tracked by staff. Weekly enrichment sessions to improve confidence, employability and knowledge of options/ careers.

							knowledge of options/ careers.	
4. Linking curriculum learning to careers	All teachers link curriculum learning with careers. STEM subject teachers highlight the relevance of STEM subjects for a wide range of future career paths.	100%	<p>Faculties have revised their curriculum to include links to career opportunities in each lesson. For example, science include a slide on how the lesson is relevant to careers in each lesson plan.</p> <p>Clubs and extra-curricular opportunities such as Green Power challenge, Combined Cadet Force, Football Coaching Qualification.</p>	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.				
5. Encounters with employers and employees	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	100%	Termly Career Talks. Career Highlight of the Week. Termly Tutor time activities.	'Destinations Day, career talks and employer led events for example IGD employability skills, STEAM, Hi Tech Horizons (as available).	'Destinations Day, career talks and employer led events for example IGD employability skills, STEAM, Hi Tech Horizons (as available).	Termly Career Talks.	Destinations Day, Career Talks, Apprenticeship and Employer workshops, Enrichment programme.	Career Talks, Apprenticeship and Employer workshops, Enrichment programme.

	including visiting speakers, mentoring and enterprise schemes.									
6.Experiences of workplaces	Students 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.	50%	Students from Year 9 and upwards are encouraged to undertake virtual WE opportunities relevant to their aspirations, by notifying them of opportunities via Satchel One.	Green Power Racing, PGL.	Magistrates Court Mock Trial, Youth Cabinet Annual Conference, Greenpower Racing, Rushall Farm Project.	Magistrates Court Mock Trial, Youth Cabinet Annual Conference, Greenpower Racing, Rushall Farm Project	Youth Cabinet Annual Conference; visits to Brookfields School for H&S, Greenpower Racing, Royal Opera and Theatre visits, Science Live. Work Shadowing Day to be introduced.	Youth Cabinet Annual Conference; visits to local schools for H&S or PE, Royal Opera and Theatre visits.	Youth Cabinet Annual Conference, Royal Opera and Theatre visits, museum visits. Work Experience Week to be introduced.	Youth Cabinet Annual Conference, Royal Opera and Theatre visits, museum visits.
7.Encounters with further and higher education	All students understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges,	100%	Up to date information about careers market, events, open days, etc is shared by Year group on the Satchel One noticeboard, which is visible to parents/carers and students.	Introduction to Apprenticeships, Further and Higher education options on Destinations Day.		Introduction to Apprenticeships, Further and Higher education options on Destinations Day	Opportunities for FE and apprenticeship providers to come into school to do assemblies. Intro to HE talks.	Opportunities for FE and apprenticeship providers to come into school to do assemblies, support applications.	Royal Holloway Psychology Competition apprenticeship visits, UC Newbury visit, Enrichment Programme Students are	Enrichment Programme.

	universities and the workplace.							encouraged to attend open days and are given time off school to do so.	
8. Personal guidance	Every student has opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.	100%	Availability of Careers Advisor appointments for any student that needs one, from any year group. Pastoral team or teaching staff can refer to Careers Lead.			Referral for careers counselling/ options support, parent/carer and student appointments for options choices, whole year options assembly and Options Evening.	Careers Adviser group sessions and 1:1 sessions for Post-16 options, referrals for careers counselling. Year 11 Parent/Carer's briefing on Post-16 options and availability of parent/carer's evening appointments with Careers Adviser.	Availability of careers adviser for 1:1 or drop in sessions, introduction to university applications.	Availability of Careers Adviser for 1:1 or drop in sessions, Sixth Form team to support university, apprenticeship and job applications.