GATSBY BENCHMARKS

The Gatsby Benchmarks is a framework of world-class careers provision within. All schools and colleges must incorporate the benchmarks within their setting as part of statutory guidance.

Severndale Specialist Academy

Gatsby Benchmark 1 A stable careers programme	1. Every school & college should have an embedded programme of career education and guidance that is known & understood by students, parents, teachers and employers. 2. Every school should have a stable, structured careers programme that has the explicit backing of the senior management team and has an identified and appropriately trained person responsible for it. 3. The careers programme should be published on the school's website in a way that enables pupils, parents, teachers and employers to access and understand it. The programme should be regularly evaluated with feedback from students, parents, teachers & employers as part of the evaluation process. ***Severndales careers programme is published on our website. All staff must read our careers programme. The website has specific areas for students, parents and employers, that all Severndale staff should be familiar with. Careers boards are also located around the school to inform both students and staff of careers at Severndale.***	**Gatsby Benchmark 5 Encounters with employers and employees**	1. 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, and should include learners' own part-time employment where it exists. 2. Every year, from the age of 11, students should participate in at least one meaningful encounter with an employer. 3. Every year, from the age of 16, students should participate in at least two meaningful encounters with an employer. 4. A 'meaningful encounter' is one in which the student has the opportunity to learn about what work is like or what it takes to be successful in the workplace. ***At Severndale students from Year 7 to Year 14 will have at least two encounters with an employer each year. Teachers are responsible for ensuring their students have had the stated amount of experiences with an employer each year. National Careers Week enables opportunities for a range of activities with employers.***
Gatsby Benchmark 2 Learning from career and labour market information	1. 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. 2. By the age of 14, all students should have accessed and used information about career paths and the labour market to inform their own decisions on study options. 3. Parents should be encouraged to access and use information about labour markets and future study options to inform their support to their children. ***Information about further education, social care and technical options can be found under on our website. Staff, students and parents should attend the Preparation For Adulthood event during National Careers week for information on future options. Future Focus are Independent Careers Advisors who provide information to students and parents at Severndale.***	**Gatsby Benchmark 6 Experiences of workplaces**	1. 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. 2. By the age of 16, every student should have had at least one experience of a workplace, additional to any part time jobs they may have. 3. By the age of 18, or by the end of their study programme, every student should have had one further such experience, additional to any part-time jobs they may have. ***At Severndale this includes internal work experience opportunities, offsite work experience or community visits/ experiences of different work places. At Severndale, teachers will promote work experience opportunities tailored to a student's individual need, beginning at Year 8 where appropriate.***
Gatsby Benchmark 3 Addressing the needs of each student	1. 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 equality and diversity considerations throughout. 2. A careers programme should actively seek to challenge stereotypical thinking and raise aspirations 3. Schools should keep systemic records of the individual advice given to each student and subsequent agreed decisions. All pupils should have access to these records to support their career development. 4. Schools and colleges should collect and maintain accurate data for each student on their education, training or employment destinations for at least 3 years after they leave school. ***Our careers programme can be found on our website and highlights careers and preparation for adulthood within each key stage which incorporates each pathways needs. Future Focus (independent career advisors) keep systematic records of guidance given to our students. Our careers lead collects data of students destination for 3 years after they leave.***	**Gatsby Benchmark 7 Encounters with further and higher education**	1. All students should understand the full range of learning opportunities that are available to them. This includes both academic, technical and vocational routes and learning in schools colleges, universities and in the workplace. 2. By the age of 16, every student should have had a meaningful encounter with providers of the full range of educational opportunities, including sixth forms, colleges, universities and apprenticeship providers. This should include the opportunity to meet both staff and students. 3. By the age of 18, all students who are considering applying for university should have at least 2 visits to universities to meet staff and students. 4. By the end of their programme of study, every student should have had a meaningful encounter with a range of providers of learning and training that may form the next stage of their career. This should include, as appropriate, further education colleges, higher education and apprenticeship and training providers. This should include the opportunity to meet both staff and students. 5. A 'meaningful encounter' is one in which the student has an opportunity to explore what it is like to learn in that environment. ***At Severndale this also includes visits to adult social care and supported living settings, appropriate to the student.*** **The Provider Access Legislation (*The Baker Clause*) further states; schools must provide 6 encounters with approved apprenticeships and technical education for all students between year 8 and year 13.**
Gatsby Benchmark 4 Linking curriculum learning to careers	1. All teachers should link curriculum learning with careers. 2. Science, technology, engineering and mathematics (STEM) subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways. 3. By the age of 14 every pupil should have the opportunity to learn how the different STEM subjects help people to gain entry to a wide range of careers 4. All teachers should emphasise the importance of succeeding in English and Maths. 5. Every student should have the opportunity to experience how their subjects help people gain entry to a wide range of occupations. ***Planning within each key stage should highlight career links within their subject area. Subject TLRs should also be aware of the careers links within their curriculum area including essential skills that can be transferred into future careers and preparation for adulthood.***	**Gatsby Benchmark 8 Personal guidance**	1. 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. 2. 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. 3. Every student should have at least one such interview by the age of 6, and the opportunity for a further interview by the age of 18 or by the end of their study programme. ***Independent Careers Guidance is provided to students from year 9 onwards at Severndale this involves meeting with the student, ringing their parents and attending the annual review.***