

GMS Careers Information, Advice and Guidance Programme								
Gatsby Benchmark	Definition	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
1. A Stable careers programme	Every school should have an embedded programme of careers education and guidance that is known and understood by pupils, parents and carers, staff, governors, employers and other agencies.	Planned and progressive Careers Programme						
		Tutor time Careers Lessons						
		Careers topics included in the RHSCE Programme						
		Careers information included in all curriculum areas						
		Series of careers assemblies and talks						
2. Learning from career and labour market information	All pupils, parents and carers, teachers and staff who support pupils should have access to good quality, up-to-date information about future pathways, study options and labour market opportunities.	Classroom to Careers Newsletter and Choices Magazine shared with all stakeholders every month						
		Series of careers assemblies and talks						
		Careers information included in all curriculum areas						
		Information provided through access to Unifrog, assemblies, posters and employer encounters						
		Website resources						
3. Addressing the needs of each pupil	Pupils have different careers guidance needs at different stages. Careers programmes should help pupils navigate their concerns about any barriers to career progression. In addition, opportunities should be tailored to the needs of each pupil, including any additional needs of vulnerable and disadvantaged pupils, young people with SEND, and those who are absent.	Qualified careers advisors employed by the school and available for individual appointments						
				Year 9 Options process including parents evening		Post-16 progression support including parents evening	Year 12 Next Steps Day and Preants Evening	UCAS support
		Access to the Unifrog careers platform for all students, teachers and parents						
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.	Careers information embedded throughout the curriculum						
		Careers notice boards and/or posters in all curriculum areas						
		Access to the Unifrog careers platform for all students, teachers and parents						
5. Encounters with employers and employees	Every pupil 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 opportunities, including visiting speakers, mentoring and enterprise schemes	Annual Careers Fair						
		Assemblies and speakers invited into school						
					Bucks Skills Show		University and Apprenticeship Fair	
6. Experiences of workplaces	Every pupil should have first-hand experiences of workplaces to help their exploration of career opportunities and expand their networks.	Workplace visits for selected groups of students						
			Career Detectives		Work Experience		Work Experience Week	
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them, including academic, technical and vocational routes. This should incorporate learning in schools, colleges, independent training providers (ITPs), universities and in the workplace.	Annual Careers Fair						
		Assemblies and speakers invited into school						
				University Visit	University visits selected groups		University and Apprenticeship Fair	
		Unifrog sessions						
8. Personal guidance	Every pupil 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 pupils whenever significant study or career choices are being made. They should be expected for all pupils but should be scheduled to meet their individual needs.	Qualified Careers Advisors available for individual appointments with priority for Year 11, 12 and 13						
		Qualified Careers Advisor available at options evenings						
				Year 9 Options process support		Post-16 pathways support	Post-18 pathways support	UCAS support