



# HOLLINGWORTH CAREERS GUIDE TO: UNDERSTANDING THE GATSBY BENCHMARKS

The intended audience for this document is **Businesses / Volunteers**.

**All students have an equal entitlement to high quality Careers Education, Information, Advice and Guidance.**

The government has created a framework of guidelines that as an academy we should look to implement. These are known as the Gatsby Benchmarks, a framework of 8 guidelines that define the best careers provision in schools and colleges. The Careers Strategy is built around them, and they make a great place to start for planning or improving your programme.

[Introduction to the Gatsby Benchmarks \(youtube.com\)](https://www.youtube.com/watch?v=...)

## THE EIGHT GATSBY BENCHMARKS

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each student.
4. Linking curriculum learning to careers.
5. Encounters with employers and employees.
6. Experiences of workplaces.
7. Encounters with further and higher education.
8. Personal guidance.

Click for more information:

<https://www.careersandenterprise.co.uk/schoolscolleges/understandgatsby-benchmarks>

## OFSTED WILL REVIEW THE QUALITY OF CAREERS EDUCATION AS PART OF THE SCHOOL REVIEW:

All secondary schools are expected to provide effective Careers Education, Information, Advice, and Guidance (CEIAG), in line with the statutory guidance on '**Careers guidance and access for education and training providers**' (last updated July 2021). This guidance is designed to help pupils make informed choices and understand what they need to do to succeed in their desired careers.

As part of this, schools must adhere to **section 42B of the Education Act 1997**, commonly referred to as the **Baker Clause**, which was strengthened further in 2023. This legislation ensures that both maintained schools and academies provide impartial careers advice and give students access to a range of education and training providers. Schools must:

- Provide opportunities for a variety of education and training providers to speak to students in **Years 7 to 13** (an update from the previous range of Years 8 to 13) to inform them about technical education qualifications and apprenticeships.

- Publish a **Provider Access Policy Statement** outlining the arrangements for provider access and ensure it is accessible to all.
- Ensure that the policy is followed so that all students receive unbiased information about the full range of education and training options available.

In assessing a secondary school's personal development provision, Ofsted will evaluate the quality of CEIAG, including how it benefits students in making decisions about their next steps. Inspectors will consider:

- The quality of impartial careers advice and guidance provided.
- How effectively the school implements the Provider Access arrangements, ensuring a diverse range of education and training providers speak to students.
- The opportunities provided for students to have meaningful encounters with the world of work, including work experience.
- The school's alignment with the Gatsby Benchmarks and how these are used to structure and evaluate careers provision.
- Whether the school complies with the requirements to publish information about its CEIAG provision (as per the School Information Regulations) and its Provider Access Policy (as required by section 42B of the Education Act 1997).

Ofsted has strengthened its approach to careers guidance and will report if a school is not meeting the requirements of the Baker Clause. The failure to comply will negatively impact the school's judgement for personal development and may affect the overall effectiveness grade.

**ALL teaching staff** are expected to contribute to careers education as part of their subject teaching. Careers Education should be integrated into curriculum plans to ensure students see the relevance of their learning to future career opportunities.

## KEY UPDATES:

### EXTENSION OF PROVIDER ACCESS TO YEARS 7 TO 13:

This update was introduced in January 2023, as part of the changes to the **Baker Clause**. Previously, the requirement was for schools to provide access to external education and training providers for students in Years 8 to 13, but this was extended to include **Year 7** in the **2023 amendment**.

### STRENGTHENING OF THE BAKER CLAUSE:

The **Baker Clause** was originally introduced in **January 2018**. However, it was **strengthened in 2023** to ensure stricter compliance by schools. These changes included clearer guidance for Ofsted inspections to assess schools' adherence to this requirement and sanctions if schools do not comply. The 2023 updates also emphasized the legal obligation for schools to publish a **Provider Access Policy Statement** and ensure it is followed.

### OFSTED'S INCREASED FOCUS ON CAREERS GUIDANCE AND GATSBY BENCHMARKS:

The **Education Inspection Framework** (EIF) released in **September 2019** placed more focus on personal development, including careers education. However, the emphasis on the **Gatsby Benchmarks** and the **Baker Clause** became more pronounced in inspections following updates in the Ofsted framework in **2021** and **2022**. This shift was part of an ongoing effort to ensure schools are effectively preparing students for their next steps in education, training, or employment.

### UNBIASED CAREERS ADVICE EMPHASIS:

This requirement has been part of the **statutory careers guidance** for schools for several years, but with the **July 2021** update to the '**Careers guidance and access for education and training providers**' document, there was an increased emphasis on ensuring that all careers advice provided is impartial, helping students make informed decisions across a broad range of Post 16 options.

