Gatsby Benchmarks at Selwood Academy



**The eight Gatsby benchmarks of Good Career Guidance which are referred to throughout the Careers Strategy can be seen below:**

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| **Benchmark** | **Summary** | **At Selwood** |
| **1****A STABLE CAREERS PROGRAMME** | Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers | * Careers Policy
* Benchmark strategy
* Examples of surveys
* Well Being in Life lessons and evaluate with questionnaires
* Assemblies on Careers information, different Industries
* Careers programme in Life lessons
* Careers in the curriculum drop down day
* Wellbeing drop down day.
* Careers taught in PASHE lessons
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| **2.****LEARNING  FROM CAREER AND LABOUR MARKET INFORMATION** | Every pupil, 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 the best use of available information. | * A dedicated careers area
* Careers Day
* Assemblies on “What is an Apprenticeship?”, LMI
* Career and Option lessons in PASHE.
* First hand encounters with employers.
* Local Enterprise Partnerships produce local market information. These resources are published on the school website.
* Career Pilot
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| **3****ADDRESSING THE NEEDS OF EACH PUPIL** | Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school’s careers programme should embed equality and diversity considerations throughout. | * Computing/PASHE topic – Start Profile.
* Career Pilot
* Assemblies on Female/STEM apprenticeships and challenging stereotypes
* Sharing transition in formation with Frome College
* Women’s Bath Rugby sessions
* LMI assemblies
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| **4****LINKING CURRICULUM LEARNING TO CAREERS** | All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways. | * STEM week
* Assembly on Female/STEM apprenticeships and challenging stereotypes
* Students given the opportunity to sit the nation wide UKMT Maths challenges
* Work on a careers Maths Project – Theme park Maths
* Displays in classes
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| **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. | * Careers Day
* Community Projects link to Volunteering.
* Mock interviews for Year 8
* Schools Career Journalist Competition
* School trips
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| **6.****EXPERIENCE OF WORKPLACES** | Every pupil 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. | * Community Projects link to Volunteering
* School trips
* Speakers for Schools
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| **7.****ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION** | All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace. | * Career’s Day visits from FCC and open days/evenings.
* local FE/HE into do assemblies with Guest speakers
* Visits to local Colleges
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| **8.****PERSONAL GUIDANCE** | Every pupil should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) 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 pupils but should be timed to meet their individual needs. | * Start Profile topic Evaluation and questionnaires in subjects.
* Career and Option letters in PASHE
* Year 8 option interviews
* Questionnaire – what careers interest you?
* Year 8 final assemblies. Guest speakers imparting words of wisdom on character development.
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