The Gatsby Benchmarks	**Links to our curriculum**
GB1 - A Stable Careers Programme	~ Our Careers policy and Careers Year Overview are available on our website ~ We use feedback from students, parents, staff, and local employers to inform the programme ~ CPD for staff ~ Activities are arranged in close contact with the Senior Leadership Team, to ensure they reflect student, staff, and school aspirations ~ Regular contact with the Careers & Enterprise Company, alongside internal evaluations, develops good practice as well as ensuring the programme meets requirements
GB2 - Learning from Careers and Labour Market Information (LMI)	~ Information on a wide variety of careers is available in the school library, on the school website, and by request ~Information on relevant careers is communicated in each subject ~Students learn directly from people in the world of work through meeting one or several employers or career role models each year ~The Mesila financial literacy course and sets students up for success in their working life
GB3 - Addressing the Needs of Each Pupil	~We raise aspiration through providing positive female role models in a variety of roles ~Students and their parents can request a record of careers activities they have had the opportunity to be part of ~ We offer one-to-one careers guidance at critical junctures, and by request ~We use data on previous student destinations to inform the programme ~We use student feedback and interest to plan activities ~The SEND department provides additional support to ensure that SEND students are able to access careers activities when relevant, and to ensure that they are working towards suitable progression routes. Please see SEND in the Careers Year Overview for more information. ~Functional Skills (GCSE alternative) offered where appropriate
GB4 - Linking Curriculum Learning to Careers	~ Core subject teachers highlight the relevance of their subject for a wide range of Careers ~ Employer and Career Role Model visits show how curriculum subjects can link to careers

	~Essential career skills are developed through a cross-curricular approach
GB5 -Encounters With Employers and Employees	~ Each class meets at least one employer or career role model per year
GB6 - Experiences of Workplaces	~ Years 7-11 will experience workplaces through projects involving visiting a local workplace alongside relevant activities, and work insight with employers ~ Year 12/13 experience a workplace as part of 'Preparing for the World of Work' project ~ Students in some subjects have additional work placement opportunities within the chosen subject
GB7 - Encounters With Further and Higher Education	~ Students learn about the full range of pathways and progression routes, and have encounters with providers of each of these ~ We offer application support
GB8 - Personal Guidance	~ We offer personal careers guidance on request, and at key junctures ~ We arrange for every student in Year 11, and offer every student in Year 13 the opportunity to have a confidential careers guidance session with a careers adviser ~ Current information on common destinations is sought and conveyed to students by the Head of Sixth Form ~ We develop students' sense of self and abilities through curriculum and extra-curricular activities ~ Employability Skills - and particularly the eight Essential Skills are developed across the curriculum, including the use of Skills Builder