

# Gatsby Benchmarks

The Gatsby Benchmarks provide a world-class framework for career guidance:  
outlining the experiences and information each and every young person should have access to so that they can make an informed decision about their future



# The Gatsby Benchmarks have a key role in:

- raising young people's aspirations and promoting access to all career pathways;
- enabling all young people to develop the skills and outlook they need to achieve career wellbeing, including adaptability and resilience;
- underpinning the Department for Education guidance to schools on meeting their statutory responsibility for careers guidance.



# Interpreting the Gatsby Benchmarks for students with special educational needs and disabilities

## The Gatsby Foundation and The Careers & Enterprise Company recognise that:

- Some of the Benchmarks may be implemented in a different way in special schools and colleges, alternative provision, and for some students with SEND in the mainstream.
- That the professionals who work with these young people every day are the experts and are best placed to adapt their career guidance activity to the different needs of their students.
- It is the intention of the Benchmarks to give young people a framework for high quality encounters not a set of inappropriate encounters.
- That teachers and professionals are best placed to design and deliver appropriate careers programmes, underpinned by the Gatsby Benchmarks, for these young people.



# Intent

- Audit, map and plan a careers programme with clear career learning outcomes and create a strategic careers plan for students in all year groups and for any specific cohorts.



# Implementation

Ensure careers programme and strategic careers plan is embedded within and supports whole school values and priorities and that it supports and links to other key strategic plans and department development plans.



# Impact

- Consider in advance what impact you want from career programme and strategic career plan and how impact will be measured (consider destination data, exclusion data, attendance and progress, etc).



# Statutory Requirements:

- Every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in Year 8 to Year 13 for the purpose of informing them about approved technical education qualifications or apprenticeships (legal duty came into force on 2 January 2018).
- Every school must publish a policy statement setting out their arrangements for provider access and ensure that it is followed. Example policy statement on provider access on page 33.
- Every school must ensure that pupils are provided with independent careers guidance from Year 8 to Year 13.



# Compliance with the Baker Clause

- From January 2018, a new duty to provide opportunities for “a range of technical education and apprenticeships to access pupils and inform them about technical qualifications and apprenticeships” was established.
- Every school is expected to publish a provider access policy which sets out their arrangements for education and training provider access to pupils and the access policy should be signed off in agreement with the governing board.

