

Year 7 and 8 Lower KS3 – Students learn about careers and employment skills through their subject lessons and PSHE/Assemblies.

1. Classroom Lessons

- **Benchmark 4: Linking Curriculum Learning to Careers**
By demonstrating how subjects like STEM, Humanities, and Arts connect to real world careers, these lessons directly support the idea of linking classroom learning to potential career paths.

2. Trips and Visits

- **Benchmark 5: Encounters with Employers and Employees**
Workplace visits and employer/alumni talks give students the chance to meet professionals from various industries, helping them understand different job roles and sectors through direct interaction.
- **Benchmark 6: Experiences of Workplaces**
Organized visits to local businesses and industries allow students to gain firsthand experience of the workplace, helping them understand the work environment and the skills required for various jobs.
- **Benchmark 7: Encounters with Further and Higher Education**
University and college visits provide exposure to further education options, allowing students to explore the various pathways available beyond secondary school.

3. PSHE (Personal, Social, Health and Economic) Lessons

- **Benchmark 3: Addressing the Needs of Each Pupil**
Lessons focusing on equality, diversity, and life skills ensure that every student's individual needs and aspirations are addressed, promoting inclusivity and personal development.
- **Benchmark 5: Encounters with Employers and Employees**
Our PRAISE code and high expectations and professionalism prepare students for future interactions with employers and help them understand expectations in the work environment.

5. Extra Curricular Opportunities

- **Benchmark 6: Experiences of Workplaces**
Clubs, workshops, and volunteering activities offer practical opportunities for students to explore non-school subjects and gain relevant experience collaborating with new people in new areas, further supporting their understanding of the working world.

Year 9 Upper KS3 Students learn about careers and employment skills in weekly dedicated careers lessons, by listening to talks from a wide range of employers and through their subject lessons and PSHE/Assemblies.

1. Subject Lessons: Careers education is embedded into regular subject lessons, demonstrating the real-world applications of each subject (e.g., STEM subjects linked to engineering, medicine, and technology careers; Humanities linked to law, politics, and journalism).

Gatsby Benchmark Met:

Benchmark 4: Linking Curriculum Learning to Careers – By showing how curriculum subjects connect to different career paths, students gain an understanding of the relevance of their studies to the working world.

2. Distinct Weekly Careers Lesson: Each week, students attend a dedicated careers lesson focusing on various career paths, job sectors, and essential skills (e.g., research on future career options, CV writing, and interview preparation).

Gatsby Benchmarks Met:

Benchmark 1: A Stable Careers Programme – The regular weekly lesson ensures a structured and consistent approach to careers education across the school year.

Benchmark 2: Learning from Career and Labour Market Information (LMI) – Students use labour market data and information from career platforms to research career trends and opportunities.

3. Trips and Visits: Organized trips to workplaces, industries, colleges, and universities give students first hand exposure to different environments and career opportunities.

Gatsby Benchmarks Met:

Benchmark 6: Experiences of Workplaces – These visits allow students to experience real workplaces and observe professionals in their job roles.

Benchmark 7: Encounters with Further and Higher Education – Visits to colleges, sixth forms, and universities help students explore different post 16 options.

4. Speakers from Employers and Employees: Employers and professionals from various industries are invited to give talks, offering insights into their career journeys, required skills, and day to day responsibilities.

Gatsby Benchmarks Met:

Benchmark 5: Encounters with Employers and Employees – These talks give students direct contact with professionals, enabling them to learn more about different job sectors and employment opportunities.

5. Speakers from Sixth Forms, Special Needs Providers, Colleges, and Apprenticeships: Representatives from local sixth forms, special needs providers, further education colleges, and apprenticeship programs provide guidance on the full range of post 16 options.

Gatsby Benchmarks Met:

Benchmark 7: Encounters with Further and Higher Education – These speakers give students a comprehensive understanding of academic, vocational, and support pathways beyond secondary school, ensuring all students are well informed about their choices.

6. Work Experience Opportunities: The school organizes work experience placements where students spend time in a real work environment, gaining direct experience and developing essential skills (e.g., communication, teamwork, and time management).

Gatsby Benchmarks Met:

Benchmark 6: Experiences of Workplaces – Work experience gives students direct exposure to the workplace, allowing them to understand job roles, responsibilities, and the working environment.

Benchmark 5: Encounters with Employers and Employees – Students have the opportunity to interact with professionals during their placements, building connections and gaining insights into specific industries.

7. Guidance Through the GCSE Options Process: Tailored guidance is provided to help students make informed decisions when choosing their GCSE options. Career advisors, subject teachers, and careers lessons support students in understanding how subject choices impact future career opportunities and post 16 pathways.

Gatsby Benchmarks Met:

Benchmark 3: Addressing the Needs of Each Pupil – Personalized guidance ensures that students choose GCSE subjects based on their individual career aspirations, abilities, and interests.

Benchmark 2: Learning from Career and Labour Market Information (LMI) – During the options process, students are provided with labour market data and job trends, helping them make well informed decisions that align with future job opportunities.

Benchmark 8: Personal Guidance - Most students have the opportunity for a 1:1 personal careers guidance meeting with from a qualified careers advisor.

8. PSHE Lessons: Through PSHE (Personal, Social, Health, and Economic) education, students explore career related topics such as decision making, financial literacy, workplace ethics, equality, and diversity in careers.

Gatsby Benchmarks Met:

Benchmark 3: Addressing the Needs of Each Pupil – PSHE lessons address personal development and career aspirations tailored to individual needs, promoting inclusivity and awareness of diverse opportunities.

Benchmark 5: Encounters with Employers and Employees – Discussions on workplace ethics and diversity help prepare students for interactions with future employers.

9. Assemblies: Regular career themed assemblies featuring inspirational speakers, discussions about career pathways, apprenticeships, and the importance of career planning.

Gatsby Benchmarks Met:

Benchmark 1: A Stable Careers Programme – Assemblies provide a consistent platform for career education, reinforcing the importance of career guidance throughout the school experience.

Benchmark 7: Encounters with Further and Higher Education – Assemblies highlighting apprenticeship routes, vocational training, and further education options allow students to gain knowledge of all available pathways.

Year 10 Lower KS4 Students learn about careers and employment skills in weekly dedicated careers lessons, by listening to talks from a wide range of employers and post 16 providers as well as through their subject lessons and PSHE/Assemblies. They also have the opportunity to take part in a work experience week.

1. Subject Lessons: Careers education is embedded into regular subject lessons, demonstrating the real-world applications of each subject (e.g., STEM subjects linked to engineering, medicine, and technology careers; Humanities linked to law, politics, and journalism).

Gatsby Benchmark Met:

Benchmark 4: Linking Curriculum Learning to Careers – By showing how curriculum subjects connect to different career paths, students gain an understanding of the relevance of their studies to the working world.

2. Distinct Weekly Careers Lesson: Each week, students attend a dedicated careers lesson focusing on various career paths, job sectors, and essential skills (e.g., research on future career options, CV writing, and interview preparation).

Gatsby Benchmarks Met:

Benchmark 1: A Stable Careers Programme – The regular weekly lesson ensures a structured and consistent approach to careers education across the school year.

Benchmark 2: Learning from Career and Labour Market Information (LMI) – Students use labour market data and information from career platforms to research career trends and opportunities.

3. Trips and Visits: Organized trips to workplaces, industries, colleges, and universities give students first hand exposure to different environments and career opportunities.

Gatsby Benchmarks Met:

Benchmark 6: Experiences of Workplaces – These visits allow students to experience real workplaces and observe professionals in their job roles.

Benchmark 7: Encounters with Further and Higher Education – Visits to colleges, sixth forms, and universities help students explore different post 16 options.

4. Speakers from Employers and Employees: Employers and professionals from various industries are invited to give talks, offering insights into their career journeys, required skills, and day to day responsibilities.

Gatsby Benchmarks Met:

Benchmark 5: Encounters with Employers and Employees – These talks give students direct contact with professionals, enabling them to learn more about different job sectors and employment opportunities.

5. Speakers from Sixth Forms, Special Needs Providers, Colleges, and Apprenticeships : Representatives from local sixth forms, special needs providers, further education colleges, and apprenticeship programs provide guidance on the full range of post 16 options.

Gatsby Benchmarks Met:

Benchmark 7: Encounters with Further and Higher Education – These speakers give students a comprehensive understanding of academic, vocational, and support pathways beyond secondary school, ensuring all students are well informed about their choices.

6. Work Experience Opportunities: The school organizes work experience placements where students spend time in a real work environment, gaining direct experience and developing essential skills (e.g., communication, teamwork, and time management).

Gatsby Benchmarks Met:

Benchmark 6: Experiences of Workplaces – Work experience gives students direct exposure to the workplace, allowing them to understand job roles, responsibilities, and the working environment.

Benchmark 5: Encounters with Employers and Employees – Students have the opportunity to interact with professionals during their placements, building connections and gaining insights into specific industries.

7. Post 16 Options Process: Comprehensive guidance is provided to students as they approach post 16 decisions. Careers advisors, subject teachers, and career lessons support students in exploring all possible options, including sixth form, vocational training, college, and apprenticeships. Students receive tailored advice based on their aspirations, abilities, and career goals.

Gatsby Benchmarks Met:

Benchmark 3: Addressing the Needs of Each Pupil – Personalized advice ensures that each student receives guidance aligned with their individual career interests and future pathways.

Benchmark 7: Encounters with Further and Higher Education – Students receive information on all post 16 pathways, including sixth forms, colleges, and apprenticeships, through talks and visits from post 16 providers.

8. PSHE Lessons: Through PSHE (Personal, Social, Health, and Economic) education, students explore career related topics such as decision making, financial literacy, workplace ethics, equality, and diversity in careers.

Gatsby Benchmarks Met:

Benchmark 3: Addressing the Needs of Each Pupil – PSHE lessons address personal development and career aspirations tailored to individual needs, promoting inclusivity and awareness of diverse opportunities.

Benchmark 5: Encounters with Employers and Employees – Discussions on workplace ethics and diversity help prepare students for interactions with future employers.

9. Assemblies: Regular career themed assemblies featuring inspirational speakers, discussions about career pathways, apprenticeships, and the importance of career planning.

Gatsby Benchmarks Met:

Benchmark 1: A Stable Careers Programme – Assemblies provide a consistent platform for career education, reinforcing the importance of career guidance throughout the school experience.

Benchmark 7: Encounters with Further and Higher Education – Assemblies highlighting apprenticeship routes, vocational training, and further education options allow students to gain knowledge of all available pathways.

Year 11 Upper KS4 Students learn about careers and employment skills in weekly dedicated careers lessons, by listening to talks from a wide range of employers and post 16 providers as well as through their subject lessons and PSHE/Assemblies. They also have the opportunity to take part in a personal one to one careers advisor session and careers fairs.

1. Subject Lessons

- Careers education is embedded into regular subject lessons, demonstrating the real-world applications of each subject (e.g., STEM subjects linked to engineering, medicine, and technology careers; Humanities linked to law, politics, and journalism).
- **Gatsby Benchmark Met:**
 - **Benchmark 4: Linking Curriculum Learning to Careers** – By showing how curriculum subjects connect to different career paths, students gain an understanding of the relevance of their studies to the working world.

2. Distinct Weekly Careers Lesson

- Each week, students attend a dedicated careers lesson focusing on various career paths, job sectors, and essential skills (e.g., research on future career options, CV writing, and interview preparation).
- **Gatsby Benchmarks Met:**
 - **Benchmark 1: A Stable Careers Programme** – The regular weekly lesson ensures a structured and consistent approach to careers education across the school year.
 - **Benchmark 2: Learning from Career and Labour Market Information (LMI)** – Students use labour market data and information from career platforms to research career trends and opportunities.

3. Trips and Visits

- Organized trips to workplaces, industries, colleges, and universities give students first hand exposure to different environments and career opportunities.
- **Gatsby Benchmarks Met:**
 - **Benchmark 6: Experiences of Workplaces** – These visits allow students to experience real workplaces and observe professionals in their job roles.
 - **Benchmark 7: Encounters with Further and Higher Education** – Visits to colleges, sixth forms, and universities help students explore different post 16 options.

4. Speakers from Employers and Employees

- Employers and professionals from various industries are invited to give talks, offering insights into their career journeys, required skills, and day to day responsibilities.
- **Gatsby Benchmarks Met:**
 - **Benchmark 5: Encounters with Employers and Employees** – These talks give students direct contact with professionals, enabling them to learn more about different job sectors and employment opportunities.

5. Speakers from Sixth Forms, Special Needs Providers, Colleges, and Apprenticeships

- Representatives from local sixth forms, special needs providers, further education colleges, and apprenticeship programs provide guidance on the full range of post 16 options.
- **Gatsby Benchmarks Met:**
 - **Benchmark 7: Encounters with Further and Higher Education** – These speakers give students a comprehensive understanding of academic, vocational, and support pathways beyond secondary school, ensuring all students are well informed about their choices.

6. Work Experience Opportunities

- The school organizes work experience placements where students spend time in a real work environment, gaining direct experience and developing essential skills (e.g., communication, teamwork, and time management).
- **Gatsby Benchmarks Met:**
 - **Benchmark 6: Experiences of Workplaces** – Work experience gives students direct exposure to the workplace, allowing them to understand job roles, responsibilities, and the working environment.
 - **Benchmark 5: Encounters with Employers and Employees** – Students have the opportunity to interact with professionals during their placements, building connections and gaining insights into specific industries.

7. Post 16 Options Process

- Comprehensive guidance is provided to students as they approach post 16 decisions. Careers advisors, subject teachers, and career lessons support students in exploring all possible options, including sixth form, vocational training, college, and apprenticeships. Students receive tailored advice based on their aspirations, abilities, and career goals.
- **Gatsby Benchmarks Met:**
 - **Benchmark 3: Addressing the Needs of Each Pupil** – Personalized advice ensures that each student receives guidance aligned with their individual career interests and future pathways.
 - **Benchmark 7: Encounters with Further and Higher Education** – Students receive information on all post 16 pathways, including sixth

forms, colleges, and apprenticeships, through talks and visits from post 16 providers.

- **Benchmark 8: Personal Guidance** - All students have the opportunity for a 1:1 personal careers guidance meeting with from a qualified careers advisor.
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8. Experience in Post 16 Provision and Discussions with Careers Advisors, Employers, and Students from Colleges, Schools, and Apprenticeships

- Students gain firsthand experience with post 16 providers through taster days, visits, and workshops. In addition, they engage in discussions with careers advisors, employers, and current students from colleges, schools, and apprenticeship programs. This allows students to understand the various options available and hear real life experiences of individuals in these educational and training pathways.
- **Gatsby Benchmarks Met:**
 - **Benchmark 3: Addressing the Needs of Each Pupil** – Tailored discussions with careers advisors and students ensure that each student’s individual interests and future goals are considered.
 - **Benchmark 7: Encounters with Further and Higher Education** – By interacting with post 16 providers and their students, pupils gain an in depth understanding of different educational routes, helping them make more informed choices.
 - **Benchmark 5: Encounters with Employers and Employees** – Discussions with employers about apprenticeship programs and work-based training ensure students explore all career pathways.

Summary of Gatsby Benchmarks met/ planned at Callerton Academy:

- ✓ **Benchmark 1:** A Stable Careers Programme can be seen from yr 7-11 – Achieved through the structured weekly careers lessons, assemblies, and careers guidance throughout the school experience.
- ✓ **Benchmark 2:** Learning from Career and Labour Market Information (LMI) in yr 7-11 – Students access up to date labour market data and career trends through lessons, digital resources, and career guidance sessions.
- ✓ **Benchmark 3:** Addressing the Needs of Each Pupil is clear in yr 7-11– Personalized advice in PSHE lessons and during the post 16 options process supports individual career aspirations and inclusivity.
- ✓ **Benchmark 4:** Linking Curriculum Learning to Careers occurs in yr 7-11 – Subject lessons integrate career relevance, connecting students' studies to potential career paths.
- ✓ **Benchmark 5:** Encounters with Employers and Employees occurs in yr 7-11– Regular talks from professionals, work experience, and employer visits ensure that students interact with people from the working world.
- ✓ **Benchmark 6:** Experiences of Workplaces yr 10 – Work experience placements and workplace visits provide students with direct experience of different job sectors.
- ✓ **Benchmark 7:** Encounters with Further and Higher Education yr 9-11 – Through trips, assemblies, and speaker sessions, students are exposed to a wide range of post 16 academic and vocational options.
- ✓ **Benchmark 8:** Students in Year 9 and Year 11 are given opportunities for one to one careers advisor sessions with qualified careers advisors and to visit careers fairs.