

CAREERS EDUCATION PROGRAMME

YEAR 7 to YEAR 13 2025-2026

The 8 Gatsby Benchmarks are:

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

The updated provider access legislation (PAL) specifies that schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students:

- Two encounters for pupils during the 'first key phase' (Year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (Year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (Year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend

These encounters help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications (outside school).

Research has shown that when students have multiple encounters with employers whilst in school, **they have more motivation to study harder, there is an increase in academic attainment, and they are less likely to become NEET (Not in Education, Employment and Training) as young adults.**

While the core eight benchmarks remain the same, the **updated May 2025 Gatsby Benchmarks Guidance** emphasised strengthening careers education as a whole-school priority, ensuring personalized guidance for all students (including vulnerable and disadvantaged), expanding the definition of meaningful encounters with employers and experiences of workplaces, and enhancing the use of data to support decision-making and track outcomes.

| YEAR 7 | | |
|---|--|---------------|
| Activity | Outcome | Delivery Time |
| Careers Assembly | Welcome to Careers Education – the start of a 7-year Careers Preparation Journey. The aim is to create a buzz about careers across the school! | All Year |
| Unifrog | All our students use Unifrog to log their career activities and have careers related tutor lessons using Unifrog SOW for each Year group, as part of the CDI spiral curriculum. Use of the Unifrog Careers library as a starter activity in subject lessons to highlight careers linked to curriculum areas. | All Year |
| STEPS Level 1 booklet | The booklet covers a range of issues including: Stepping up from primary school / Roles that I think are successful / Skills for Life / What is work? Using the Careers Library / Introducing LMI and STEM and Changes in the world of work | June 2026 |
| National Careers Week Activities | Students to take part in a week's celebration of linking subject curriculum education with the world of employment to ensure students get an important insight to the future of work and further learning. Better informed students result in better decision-making. | March 2026 |
| Careers Competition Poster | Students to create either a) their ideal job and explain why it is so or b) create their own family tree of work, focusing on different jobs family or friends do | March 2026 |
| International Women's Day | Students to focus on inclusion and diversity. Challenging gender stereotypes within the workplace. To look at inspiring and empowering women who have made an impact within their career. | March 2026 |
| NHS Careers Competition | Learn about health careers - https://www.stepintothens.nhs.uk/secondary-schools/KS3-competition NHS resources to be used to raise career aspirations further | April 2026 |
| Employer talks | Students to have a meaningful encounter with a variety of employers from different sectors. At least twice a year. | July 2026 |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All Year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career opportunities | All Year |
| SpringPod experiences of work (Y7 and Y8) | KS3 Experiences of work – explore 4 industries each year | July 26 |

| YEAR 8 | | |
|-------------------------------------|--|------------------|
| Activity | Outcome | Delivery Time |
| Unifrog | All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group, as part of the CDI spiral curriculum. Use of the Unifrog Careers library as a starter activity in subject lessons to highlight careers linked to curriculum areas. | All Year |
| STEPS Level 2 booklet | The booklet covers a range of issues including: What you want from work/ Become a job search expert / Budgeting and Task J: How do you make decision / The Qualifications landscape and writing an effective action plan | Jan – Feb |
| Employer Talks | Students to have meaningful encounter with a variety of employers from different sectors. | All Year |
| International Women's Day | Students to focus on inclusion and diversity. Challenging gender stereotypes within the workplace. To look at inspiring and empowering women who have made an impact within their career. | 8 March 2026 |
| National Careers Week Activities | Students to take part in a week's celebration of linking education with the world of employment to ensure students get an important insight to the future of work and further learning. Better informed students result in better decision-making. | March 2026 |
| NHS Careers Competition | Learn about health careers - https://www.stepintothenhs.nhs.uk/secondary-schools/KS3-competition | April 2026 |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available. Also extra updates in the School Newsletter | All Year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career opportunities | All Year |
| Springpod | KS3 Experiences of work – explore 4 industries, not studied in Year 7 Virtual work experience – either Aldi / Asda / JD Sports and at least 1 other virtual WEX | 2026 |
| Unifrog Virtual Work Experience | Students acquire more work experience from the annual event (30 June 30 to 4 July) | June / July 2026 |

| YEAR 9 | | |
|---|---|------------------|
| Activity | Outcome | Delivery Time |
| Unifrog | All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group, as part of the CDI spiral curriculum. | All Year |
| National Apprenticeship Week | Learn about Apprenticeship from an external speaker and from our Careers Portal site. Also, students to complete Springpod course on Apprenticeships (https://unlocked.springpod.com/), with a Certificate of Completion shown to Tutors. | February 2026 |
| STEPS Level 3 booklet | The booklet covers a range of issues including: Plan your decision year / Personal Qualities, Skills & Jobs / Being Enterprising / Using reliable information / Qualifications + Choosing Options | Nov – Dec 2025 |
| Employer Talks | Students to have a meaningful encounter with a variety of employers from different sectors. | All Year |
| GCSE Options Evening | Students and parents to understand the importance of choosing the right GCSE/ BTEC subjects and a chance to speak with subject teachers / HODs. | Spring |
| 1:1 interview regarding KS4 subject Choices 1:1 careers interviews for all EHCP students identified by HOY | Interview with SLT focusing on subject choices for Y10. All EHCP students provided with careers guidance | |
| National Careers Week Activities | Students to take part in a week's celebration of linking education with the world of employment to ensure students get an important insight to the future of work and further learning. Better informed students lead to better decision-making. | March 2026 |
| International Women's Day | Students to focus on inclusion and diversity. Challenging gender stereotypes within the workplace. To look at inspiring and empowering women who have made an impact within their career. | 8 March 2026 |
| Springpod Virtual Work experience | All students to have completed at least two virtual work experience programmes and evidence of Certificate of completion shown to Tutors. | All Year |
| Unifrog Virtual Work Experience | Students acquire more work experience from the annual event (June 30 to July 4). | June / July 2026 |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All Year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career opportunities | All Year |

| YEAR 10 | | |
|--|--|----------------|
| Activity | Outcome | Delivery Time |
| Unifrog | All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group, as part of the CDI spiral curriculum. | All Year |
| Year 10 Careers Education Tutor Programme | This is a 39 week, video led tutor programme mapped also to the CDI and PSHE framework. | All Year |
| Barclays Life Skills OR | There are 2 Barclays Life Skills courses / strands: Employability skills (Y10 completed by students) and Financial education (Y11 completed by students). The programme is designed to support students to develop the skills, confidence and connections they need to get into or progress in work. | Jan 26 |
| OR Reed Gateway to Work | Reed's digital careers course has been designed for students as a digital route to enhance employment outcomes. Students to complete the 5 modules course during KS4. | Jan 26 |
| 1:1 career interview – Level 6 Careers advisor support | Provide EHCP students and any other students identified by HOY with advice and guidance to help students make realistic choices about their further/higher education, training and work. | All Year |
| Employer Talks | Students to have a meaningful encounter with a variety of employers from different sectors. Includes ASK talk on apprenticeship programmes and a GAIN Careers talk. ASK To examine the similarities / differences between Apprenticeships, Degree Apprenticeships and University degrees. Taking a different route can still help students reach their end goal. | All Year |
| Career questionnaire | To find out what career sector students are interested in post 16 – this will help plan employer talks for Year 11 | Spring 2026 |
| National Apprenticeship Week (NAW) | Students to get more information about Apprenticeships. Also, utilise our careers Portal for more information. | Feb 2026 |
| Springpod Virtual Work experience | All students to complete at least two virtual work experience programmes and evidence of Certificate of completion shown to Tutors. | All Year |
| Y10 Work Experience | Students to find work experience / find suitable placements for SEND / LAC | June/July 2026 |
| National Careers Week (NCW) | Students to take part in a week's celebration of linking education with the world of employment to ensure students get an important insight to the future of work and further learning. Better informed students result in better decision making. | Spring |

| | | |
|-------------------------------------|--|------------------|
| Unifrog Virtual Work Experience | Students acquire more work experience from the annual event (June 30 to July 4) | June / July 2026 |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All Year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career education and opportunities | All Year |

| YEAR 11 | | |
|---|--|-----------------------------|
| Activity | Outcome | Delivery Time |
| Unifrog | All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group. Utilise post 16 applications Unifrog videos effectively: | All Year |
| Barclays Life Skills OR | Barclays Life Skills course strand – Financial education to be completed by students. The programme is designed to support students to develop the skills, confidence and connections they need to get into or progress in work. | All Year |
| OR Reed Gateway to Work | Reed's digital careers course has been designed for students as a digital route to enhance employment outcomes. Students to complete the 5 modules course during KS4. | All Year |
| 1:1 career Support Sessions - Level 6 Careers Advisor support | Interview / Plan - To provide information and guidance to help students make realistic choices about their further / higher education, training and work. | All Year |
| Employer Talks | Students to have a meaningful encounter with a variety of employers from different sectors.who will present what their business is about and they type of employee they seek | All Year |
| 6th Form Taster Afternoon (P5) Offer holders Days | Students get to get an insight into our Sixth Form - Sixth Form students speak about their journey from Year 9 choosing subject options to why they took the A-level route and what path they intend to take next. | Offer Holders Day – July 26 |
| National Apprenticeship Week (NAW) | Students to get another insight into Apprenticeships. Engaging students in workshops and events celebrating National Apprenticeship Week. Also, to learn more about different careers / options | Feb 2026 |
| Unifrog Post 16 Applications | Students to learn about Post 16 applications and Post 16 shortlisting tasks | Sept to Feb 2026 |
| Post 16 Guidance Conversations with SLT | Student receive personalised Post 16 guidance based on outcomes | March 26 |
| Initial Year 11 Destinations Update | Students are tracked regarding their selected sixth form, college or apprenticeship destination. Records are updated to include the start of the cross- agency work for students who are potentially NEET | Spring |
| National Careers Week (NCW) | Students get a better insight to the future of work and further learning. Better informed students lead to better decision-making. | March 2026 |
| Fortismere Careers Fair – 20 Vulnerable students in Y11 | Students to learn about the UCAS process, including help to complete the online form and personal statement. Will hear from visiting speakers about university courses and also about apprenticeships. | March 2026 |

Careers Programme 2025-26

| | | |
|---|---|-------------|
| Y12 transition / bridging work | Preparing for tertiary education – taster sessions from subject specialists | Summer 2026 |
| Post GCSE Exam / Results Day Support | To provide information and guidance to help students make realistic choices about their further/higher education, training and work. | Summer |
| Final Year 11 Destination Update | Students are tracked regarding their selected sixth form, college or apprenticeship destination. Records are updated to include the start of the cross- agency work for students who are potentially NEET | Summer |
| Unifrog Virtual Work Experience | Students can acquire more work experience from the annual event (29 June to 3 July) ¹ after completing national exams. | Summer |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career education and opportunities | All Year |
| In-house University Fair + non university providers | Y11 students have access to representatives from Universities and other career pathways – All Year 11s | March 2026 |

| YEAR 12 | | |
|--|--|----------------------|
| Activity | Outcome | Delivery Time |
| Induction programme (after July 2025 Transition Day) | Get students ready for productive studying. Introduce Study skills (Tuesdays) and Futures (Wednesdays) programmes continued during Y12 and Y13. Trip to Cambridge. Have 1:1 interviews from October with tutors. | Sept / Oct 2025 |
| Unifrog - logging of activities and competencies and attend Unifrog events | <p>All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group, as part of the spiral curriculum. Students also build up a picture of their skills and competences. This helps them not only to see and target gaps, but to prepare for future post 18 applications.</p> <p>Students to explore / utilise also:</p> <ul style="list-style-type: none"> • Unifrog University Fair live webinar sessions - September 24, 2025 • Unifrog Apprenticeship Application Masterclass – November 10, 2025 • Unifrog Virtual University Subject Discovery Fair – March 18, 2026 • Unifrog soft skills to succeed series – April 20, 2026 • Unifrog 'Day in the life series' week by leading employers – May 11, 2026 • Unifrog Virtual University Fair – June 3, 2026 • Unifrog University advice webinars week – June 8, 2026 • Unifrog taster lectures series week – June 15, 2026 • Unifrog introduction to Clearing – July 7, 2026 | All Year |
| Barclays Life Skills | There are 2 Barclays Life Skills courses / strands: Employability skills (Y12 completed by students) and Financial education (Y13 completed by students). The programme is designed to support students to develop the skills, confidence and connections they need to get into or progress in work | All Year |
| Reed Gateway to Work course | Reed's digital careers course has been designed for students as a digital route to enhance employment outcomes. Students to complete the 5 modules course, if not done so during KS4. | All Year |
| Reed CV writing, job search and interview masterclass course | <p>Students will learn how to search for jobs online, the different types of contracts and what they mean, as well as how to set up their profile and CV to make sure recruiters can find them.</p> <p>Students will also get a step-by-step guide on how to write, design, review and tailor their CV and cover letter, as well as lots of tips, resources and templates to make sure their CV and cover letters are</p> | All Year |

Careers Programme 2025-26

| | | |
|---|--|------------------------------|
| | the best they can be. Students will also get advice on filling in application forms efficiently and effectively! Students will learn everything they need to prepare for a job interview. | |
| Subject led careers content within the curriculum | Students learn why their subject is useful for careers and what kinds of career it can lead to. They learn also about relevant progression opportunities, aided also by information in our Careers Portal. | All Year |
| 1:1 career Interview / referrals with the Level 6 Careers Advisor | Provide information and guidance to help students make realistic choices about their further/higher education, training and work. | All Year |
| Employer Talks | Students to have a meaningful encounter with a variety of employers from different sectors.. | All Year |
| Fortismere Careers Fair | Students to learn about the UCAS process, including help to complete the online form and personal statement. Will hear from visiting speakers about university courses and also about apprenticeships. | March 2026 |
| National Apprenticeship Week (NAW) | Students learn more about Apprenticeships. Students to participate in workshops and events celebrating National Apprenticeship Week. If failed to do so in Y9, students to complete Springpod course on Apprenticeships (https://unlocked.springpod.com/), with a Certificate of Completion shown to Tutors. Explore also the Unifrog Virtual Apprenticeship Fair (Feb 11) | Feb 2026 |
| National Careers Week (NCW) | Students get a better insight to the future of work and further learning. Better informed students lead to better decision-making. | March 2026 |
| Extended Project Qualification (EPQ) | Students plan and carry out research on a topic they have chosen. The skills learnt (aided by teaching including university lectures) helps to prepare them for university and / or their future career | All year |
| Oxbridge group and medical / law support | Students are prepared for applying for high grade entry courses | 2026 |
| In-house University Fair + non university providers | Students have access to representatives from Universities and other career pathways | March 2026 |
| Springpod Virtual Work Experience | All students have access to virtual work experience opportunities – students expected to complete at least 2 courses, providing a Certificate of Completion to Tutors. | All Year |
| Unifrog Virtual Work Experience | Students acquire more work experience from the annual event (June 30 to July 4) | June 2026 |
| Work experience | Students to find own work experience / help provided to find placements for SEND / LAC if needed. | May 2026 |
| Begin UCAS process | Students begin UCAS process after completing their April 2026 Mocks | Summer |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career education and opportunities | All Year |
| USA College Day | Students have the opportunity to explore the possibility of studying in America. Will also utilise information in Unifrog and alternatives in Europe and elsewhere. | 26/27 th Nov 2025 |

| YEAR 13 | | |
|--|--|----------------------|
| Activity | Outcome | Delivery Time |
| Unifrog – logging of activities and competencies and attend Unifrog events | <p>All our students use Unifrog to log their career activities and have careers related lessons using Unifrog SOW for each Year group, as part of the spiral curriculum. Students also build up a picture of their skills and competences. This helps them not only to see and target gaps, but to prepare for future post 18 applications.</p> <p>Students to explore / utilise also:</p> <ul style="list-style-type: none"> • Unifrog University Fair live webinar sessions - September 24, 2025 • Unifrog Apprenticeship Application Masterclass – November 10, 2025 • Unifrog Virtual University Subject Discovery Fair – March 18, 2026 • Unifrog soft skills to succeed series – April 20, 2026 • Unifrog 'Day in the life series' week by leading employers – May 11, 2026 • Unifrog Virtual University Fair – June 3, 2026 • Unifrog University advice webinars week – June 8, 2026 • Unifrog taster lectures series week – June 15, 2026 • Unifrog introduction to Clearing – July 7, 2026 | All Year |
| Barclays Life Skills | Y13 students to complete the Financial education strand. The programme is designed to support students to develop the skills, confidence and connections they need to get into or progress in work | All Year |
| 1:1 career support sessions | Provide information and guidance to help students make realistic choices about their further/higher education, training and work. | All Year |
| Post 18 Options Assembly | Students learn more about possible pathways | |
| Unifrog Post 18 applications | During Tutorials, students in KS5 to learn more about Apprenticeships and employment / UK university routes / US university routes / Rest of world university routes | All Year |
| Employer Talks | Students to have meaningful encounters with employers from different sectors. | All Year |
| Mock interviews and support for Oxbridge, medicine and dentistry students | Help students to achieve their potential through 3 Mock interviews. | Autumn 2025 |
| National Apprenticeship Week (NAW) | Students to get an insight into Apprenticeships. Engaging students in workshops and events celebrating National Apprenticeship Week. | Feb 2026 |

| | | |
|---|--|----------------------|
| Apprenticeships Assembly talk and small group talks | All students who are interested in apprenticeships to access support on how to find and apply to opportunities | Autumn 2025 and 2026 |
| UCAS Process | All Y13 students to have applied to university by January 2025. Students are supported by Assembly talks and their tutors on a 1:1 basis. | Autumn 2025 |
| Gap year Assembly and support | Students learn more about gap year opportunities | Spring 2026 |
| National Careers Week (NCW) | Students get a better insight to the future of work and further learning. Better informed students lead to better decision-making. | March 2026 |
| Support on A level Results Day and afterwards | Support from Careers Advisor and senior leaders. More help with CLEARING and non-university routes. Provide information and guidance to help students make realistic choices about their further/higher education, training and work | August 2026 |
| Prelim / Final Destination Update | Students are tracked regarding their year 13 leaver destination. Records are updated to include their firm/ insurance choice. | Summer |
| Weekly Careers Newsletter | All students / parents will have access to a weekly Careers newsletter and opportunities available | All year |
| Using the Fortismere Careers Portal | Explore the Portal to learn more about career education and opportunities | All Year |

STEPS CAREERS WORK BOOKLETS

As part of Fortismere's careers curriculum, students take part in a wide variety of CEIAG activities

All students from Year 7 to 9 will complete the Steps Series Careers Programme in 2025/2026. These help students to learn more about themselves, find out about careers and the world of work, and help them to plan their future.

Use of Steps Booklet by tutors in each Year Group (with powerpoint, tutor notes on activities and students' resources provided) – this is mapped against both the Career Development Institute (CDI) and the Gatsby Benchmarks. The CDI framework consists of 6 Career development skills and 36 learning objectives.

The 6 career development skills are:

1. **Grow throughout life** by learning and reflecting about yourself, your background and strengths
2. **Explore the full range of opportunities** open to you
3. **Manage your career** actively, making the most of opportunities and learning from setbacks
4. **Create opportunities** by being proactive and building positive relationships with others
5. **Balance life and work** effectively
6. **See the big picture** by paying attention to how the economy, politics and society connect with, and affect your own life and care

Sixth Form students (Year 11 and Year 12) especially use the Unifrog programme – see below.

UNIFROG

Unifrog is a platform that available for all Fortismere students to use and referred to in lessons, given by their tutors.

Career information and guidance is available on the platform, helping students to make the best choices possible for the next stage of their career. Unifrog benefits include:

- Careers Guidance.
- Raising Attainment - Good careers guidance motivates students to work hard towards their goal, thereby increasing attainment.
- Preparing for KS5 and beyond - Unifrog ensures students make well-informed choices regarding progression routes.
- Gatsby Benchmarks - Unifrog is mapped against the Gatsby Benchmarks to help deliver Outstanding Careers Guidance

LOCAL ENTERPRISE ADVISOR NETWORK (LONDON CAREER HUB)

- Ms Selvaraj has been our **Enterprise Coordinator** since July 2024. Her role has been renamed from September 2025 as the **Education Partnership Coordinator** for the Central London Careers Hub.
- Ms Pollard, our former Enterprise Coordinator, is now the **Employer Engagement Enterprise Coordinator** for the London Enterprise Adviser Network, a programme embedded into the Mayor of London's Skills for Londoners Strategy. She is working on building relationships with employers to make it easier for students to engage with the world of work
- **Enterprise Advisors (EA)** Ms Gaffney works for MACE, a local consultancy and construction firm, headquartered in London. She has been our EA since 2024.

SUMMARY OF THE 8 GATSBY BENCHMARKS

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 students, parents, teachers, governors and employers.
2. **Learning from career and labour market information:** Every student, 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 best use of available information.
3. **Addressing the needs of each student:** Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
4. **Linking curriculum learning to careers:** All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. **Encounters with employers and employees:** Every student 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 activities including visiting speakers, mentoring and enterprise schemes.
6. **Experiences of workplaces:** Every student 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.
7. **Encounters with further and higher education:** All students 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.
8. **Personal guidance:** Every student should have opportunities for guidance interviews with a career 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

For more details – see <https://www.goodcareerguidance.org.uk/benchmarks-and-background>

The **updated May 2025 Gatsby Benchmarks Guidance** retains what works: the eight benchmarks themselves remain unchanged, while introducing practical refinements based on five key themes that emerged from the evidence uncovered during the two-year benchmark review:

1. Careers at the heart of education and leadership – Strengthening careers education as an institution-wide priority, with clear roles for leadership, governors, careers leaders, and advisers.
2. Inclusion and impact for each and every young person – Ensuring career guidance is personalised, with particular attention to the needs of vulnerable and disadvantaged young people, including those with SEND.
3. Meaningful and varied encounters and experiences – Expanding the definition of ‘meaningful’ encounters and experiences to highlight the importance of variety, preparation, reflection, and a mix of in-person and virtual experiences.
4. **Focusing on the use of information and data** – Enhancing how data is used to support decision-making, track aspirations, tailor support and evaluate longer-term career outcomes.
5. Engagement of parents and carers – Embedding parent and carer engagement into careers education, ensuring they are well-informed and able to support their children’s career choices.

Source: <https://www.careersandenterprise.co.uk/news/updated-gatsby-benchmarks-adopted-into-latest-government-guidance-for-schools-colleges-and-its/#:~:text=The%20updated%20Gatsby%20Benchmarks%20retain,support%20their%20children's%20career%20choices.>

OFSTED REQUIREMENTS

Secondary schools prepare pupils for future success in education, employment or training. The Gatsby Benchmarks are used to develop and improve their careers provision and enable a range of education and training providers to speak to pupils in Years 7 to 13. All pupils receive unbiased information about potential next steps and high-quality careers guidance.

Ms Herrero and Mr Renner October 2025