

CAREERS EDUCATION, INFORMATION, ADVICE & GUIDANCE

The Gatsby Benchmark Framework: Overview

West Craven High School

Careers Leader: J Evetts

Date: September 2025

Review Date: September 2026



At **West Craven High School**, we are committed to delivering a high-quality Careers Education, Information, Advice and Guidance (CEIAG) programme that supports all students to make informed and ambitious choices about their future.

We use the nationally recognised **Gatsby Benchmarks** as the foundation of our careers provision. These benchmarks provide a framework for best practice and ensure that all students are given meaningful opportunities to explore education, training and employment pathways throughout their time with us.

Our aim is to ensure that every student leaves West Craven confident, informed and prepared for their next steps.

The Gatsby Benchmarks (Updated 2025)

Benchmark 1: A Stable Careers Programme

Every student benefits from a clearly structured and well-embedded careers programme that is understood by students, parents, staff and employers.

- Our careers programme is fully supported by senior leaders and governors.
- It is tailored to meet the needs of all students and linked to whole-school priorities.
- Information is shared through the school website and key communications.
- The programme is regularly reviewed using feedback from students, parents, staff and employers.

Benchmark 2: Learning from Career and Labour Market Information

Students and their families have access to up-to-date information about career pathways and opportunities.

- Students are supported to explore career and labour market information at every key stage.
 - Parents and carers are encouraged to engage with this information to support decision-making.
 - Additional support is available for students with SEND where needed.
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Benchmark 3: Addressing the Needs of Each Student

We recognise that every student's journey is unique.

- Careers provision is personalised to meet individual needs and aspirations.
 - We actively challenge stereotypes and promote equality of opportunity.
 - Students' participation and career development are tracked and recorded.
 - Destination data is used to evaluate and improve our provision.
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Benchmark 4: Linking Curriculum Learning to Careers

All curriculum areas contribute to careers education.

- Teachers regularly highlight the links between subjects and future careers.
 - Students develop an understanding of how their skills and knowledge apply to the workplace.
 - Careers education is embedded within staff development.
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Benchmark 5: Encounters with Employers and Employees

Students gain valuable insight from employers and industry professionals.

- Every student has at least one meaningful employer encounter each year.
 - Opportunities include guest speakers, mentoring, enterprise activities and workshops.
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Benchmark 6: Experiences of Workplaces

Students benefit from real-life workplace experiences.

- By age 16, all students will have had meaningful workplace experiences.
 - These opportunities help students explore career options and build networks.
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Benchmark 7: Encounters with Further and Higher Education

Students are introduced to a wide range of education and training pathways.

- Students engage with colleges, sixth forms, universities and training providers.
 - By age 16, all students will have experienced a range of post-16 options.
 - Those considering higher education will have opportunities to visit universities and meet staff and students.
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Benchmark 8: Personal Guidance

All students receive personalised careers guidance.

- Students have access to qualified careers advisers at key decision points.
 - At least one guidance interview is provided by age 16.
 - Information about guidance is shared with students and parents.
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What Do We Mean by a 'Meaningful' Encounter?

A meaningful encounter helps students to understand what it is like to learn or work in a particular environment.

At West Craven, this includes opportunities for students to:

- Interact with employers, staff or training providers
- Take part in real or simulated workplace activities
- Receive feedback on their work
- Reflect on their learning and future goals

All encounters are carefully planned to ensure they support student development and aspirations.

Our Commitment

At West Craven High School, we are dedicated to:

- Raising aspirations for all students
- Providing equal access to high-quality careers experiences
- Supporting students to make informed and confident choices
- Preparing students for success in education, employment and training