

BENCHMARK	DESCRIPTION	Delta	Careers Inc.	Careers & Enterprise Company	NCOP	Chamber of Commerce	Other
1 A stable careers programme	Every school and college will have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	<ol style="list-style-type: none"> 1. Published Careers Programme Joint planning via annual Schedule 1 meetings with Careers Inc. 2. Published Named Careers Lead 3. Published CEIAG Policy 	<ol style="list-style-type: none"> 1. Careers Inc Portal 2. Display Boards 3. Plasma Screens – Careers of the week 4. Careers Cafes 	Gatsby Compass/ Local Support	NCOP Activities will be embedded within the Programme	Local Chambers will be asked for any activities available to our students for you to embed within the programme, in particular Employer Engagement.	Local Employers, Providers and stakeholders will be asked for any activities available to our students for you to embed within the programme.
2 Learning from career and labour market information	Every pupil, and their parents, will 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.	Embedded in the curriculum Life/PSHE/ VMG/Tutorials	<ol style="list-style-type: none"> 1. Careers Inc Portal 2. Display Boards 3. Plasma Screens – Careers of the week 4. Careers Cafes 	Gatsby Compass/ Local Support	LMI will be linked to HE	Local Chambers will be asked for any activities available to our students for you to embed within the programme, in particular Employer Engagement.	Local Employers, Providers and stakeholders will be asked for any activities available to our students for you to embed within the programme.
3 Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme will embed equality and diversity considerations throughout.	Programme set out in point 1 will be reviewed annually with SENCO & Learning Managers for individual students.	List of targeted students to be monitored and reported back on to Learning Managers and Careers Leaders.	Gatsby Compass/ Local Support	High Prior Attainers and those with at KS4 Target of 4.0+		

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4 Linking curriculum learning to careers	All teachers will link curriculum learning with careers. STEM subject teachers will highlight the relevance of STEM subjects for a wide range of future career paths.	Schemes of Work	Subject Display Boards Careers Cafes Careers of the Week	Gatsby Compass/ Local Support	NCOP projects will run within the curriculum linking subjects to HE and LMI	Enterprise Days	Local STEM organisations, educational establishments and employers.
5 Encounters with employers and employees	Every pupil will 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.	Careers Fairs Careers Cafes		Gatsby Compass/ Local Support	NCOP projects will HE to Employment	Local Chambers will be asked for any activities available to our students for you to embed within the programme, in particular Employer Engagement.	Local Employers, Providers and stakeholders will be asked for any activities available to our students for you to embed within the programme.
6 Experiences of workplaces	Every pupil will 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	Y11, Y12 and Y13 Work Experience		Gatsby Compass/ Local Support	NCOP projects will HE to Employment	Local Chambers will be asked for any activities available to our students for you to embed within the programme, in particular Employer Engagement.	Local Employers, Providers and stakeholders will be asked for any activities available to our students for you to embed within the programme.

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7 Encounters with further and higher education	All pupils will 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.	Careers Fairs Careers Cafes	Careers Inc.	Gatsby Compass/ Local Support	NCOP Projects will always focus on Next Steps		
8 Personal guidance	Every pupil will have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These will be available whenever significant study or career choices are being made. They will be expected for all pupils but will be timed to meet their individual needs.		Days are set out in our Schedule 1 document with Careers Inc./Delta Trust Careers Staff.	Gatsby Compass/ Local Support			