

Gatsby Benchmark		Key	
1	A stable careers programme	B1	PSHEE
2	Learning from careers and labour market information	B2	PL Oportunity
3	Addressing the needs of each pupil	B3	
4	Linking the curriculum to careers	B4	
5	Encounters with employers and employees	B5	
6	Experiences of workplaces	B6	
7	Encounters with further and higher education	B7	
8	Personal guidance	B8	

YEAR 7	Careers, Information, Advice & Guidance Program for 2023-2024							
	B1	B2	B3	B4	B5	B6	B7	B8
Autumn	The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program	A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessible via the schools website Labour Market Video" Unifrog-Student Launch Take the Interests Profile quiz Explore the Careers library Dream Big! Post 16 intentions tool"		Each Subject webpage has careers pathways information. (Where can this take me?) Technology Fashion Design and Textiles Departments have displays linking to career a wide range of career paths National Green Careers week- 6th-11th November 2024 Form Time activities and displays				Independent Careers Advice – Ongoing Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.
Spring	The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program PSHEE My Skills (links to transferable skills for careers)			National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays National Careers Week-4th-9th March 2024 (B2) Virtual form time activity – Careers quiz Subject teachers to link careers to their subject				Independent Careers Advice – Ongoing Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.
Summer	The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program		The Future Skills Questionnaire on Compass - Starting Secondary school Debunking Stereotypes Evaluation forms		Stereotyping Debunking Event-10th July 2024 Invite up to 10 individuals with different job roles all in civilian clothes, pupils have to guess what their job role is and why they drew that conclusion. Reflect on stereotypes for certain careers.			Independent Careers Advice – Ongoing Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.

YEAR 8	Careers,Information,Advice & Guidance Program for 2023-2024								
	B1	B2	B3	B4	B5	B6	B7	B8	
Autumn	<p>"The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program</p> <p>PSHEE My Targets (links to transferable skills for careers) PSHEE Personal Finance (links to income and outcome and budgeting within a bank account)</p>	<p>A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information.</p> <p>This is acessable via the schools website</p> <p>Labour Market Video</p>	<p>Unifrog- Nudges emailed to pupils termly.</p>	<p>Each Subject webpage has careers pathways information. (Where can this take me?)</p> <p>Technology</p> <p>Fashion Design and Textiles</p> <p>Departments have displays linking to career a wide range of career paths</p> <p>National Green Careers week- 6th-11th November 2024</p> <p>Form Time activities and displays</p>					<p>Independent Careers Advice – Ongoing</p> <p>Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.</p>
Spring	<p>"The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program</p>		<p>Unifrog- Nudges emailed to pupils termly.</p>	<p>National Apprenticeship week- 5th-10th February 2023</p> <p>Form Time activities and displays</p> <p>National Careers Week-4th-9th March 2023 (B2)</p> <p>Virtual form time activity – Careers quiz</p> <p>Subject teachers to link careers to their subject</p>				<p>Independent Careers Advice – Ongoing</p> <p>Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.</p>	
Summer	<p>"The Careers program can be found on the schools website. In the Career education folder under KS3. Careers Program</p> <p>PSHEE My Employability Skills (links between subjects and career pathways, follow up from Workshadowing day)</p>		<p>Work Shadowing Evaluation forms</p> <p>Unifrog- Nudges emailed to pupils termly.</p>			<p>Work Shadowing-9th July 2024</p> <p>Student to shadow parents/family member for a single day.</p> <p>PL Oportunity- Assemblerly</p>		<p>Independent Careers Advice – Ongoing</p> <p>Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.</p>	

YEAR 9	Careers, Information, Advice & Guidance Program for 2023-2024								
	B1	B2	B3	B4	B5	B6	B7	B8	
Autumn	<p>"The Careers program can be found on the schools website. This is the Career education folder under key stage 3. https://www.ndhs.org.uk/careers-education</p> <p>PSHEE: Interpersonal Skills (how your strengths can help you to succeed in any career) PSHEE: My Targets (setting achievable targets based on employability skills)</p>	<p>A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessible via the schools website Labour Market Video</p>	<p>Unifrog- Nudges emailed to pupils termly.</p>	<p>Each Subject webpage has careers pathways information. (Where can this take me?) Technology Fashion Design and Textiles</p> <p>Departments have displays linking to career a wide range of career paths</p> <p>National Green Careers week- 6th-11th November 2024 Form Time activities and displays</p>					<p>Independent Careers Advice – Ongoing</p> <ul style="list-style-type: none"> • Students can self-refer and teachers/support staff can refer students to the schools Independent Careers Advisor to discuss pathway options. •Independent careers advisor to attend EHCP reviews and/or see students these students for a one to one guidance interview.
Spring	<p>PSHEE My Preferences (understanding the preferences process and making informed choices)</p> <p>PSHEE My Skills (identifying and finding ways to develop employability skills)</p> <p>PSHEE Be enterprising (career pathways, and young people employment rights) PSHEE My Money (including consumer rights)</p>	<p>CEIAG Advisor Introduction & Preference Options Assembly – Jan 2024</p> <ul style="list-style-type: none"> •Information on GCSE preferences. •Education levels, ROSLA (Raising of School Leaving Age). <p>Preferences Evening – Jan 2024</p> <ul style="list-style-type: none"> •Time to explore GCSE pathway options. – Parents information session. 	<p>Unifrog- Nudges emailed to pupils termly.</p>	<p>National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays</p> <p>National Careers Week-4th-9th March 2024 (B2)</p> <p>Virtual form time activity – Careers quiz Subject teachers to link careers to their subject</p> <p>Parents Evening- Feb 2024</p> <p>Pupils with their Parents get the opportunity to speak to subject teachers and GCSE courses they are considering studying.</p> <p>Independent Careers Advisor available to talk to pupils and parents about their GCSE pathway choices and future career ideas.</p>	<p>Speed Networking Event Jan 2024</p> <ul style="list-style-type: none"> • Speed networking event where students will engage with a range of employers/employees. <p>PL Oportunity- Technical Qualification Assembly</p>			<p>Independent Careers Advice – Ongoing</p> <ul style="list-style-type: none"> • Students can self-refer and teachers/support staff can refer students to the schools Independent Careers Advisor to discuss pathway options. •Independent careers advisor to attend EHCP reviews and/or see students these students for a one to one guidance interview. 	
Summer			<p>The Future Skills Questionnaire on Compass- Transition from KS3</p> <p>Careers Networking Evaluation forms</p> <p>Unifrog- Nudges emailed to pupils termly.</p>					<p>Independent Careers Advice – Ongoing</p> <ul style="list-style-type: none"> • Students can self-refer and teachers/support staff can refer students to the schools Independent Careers Advisor to discuss pathway options. •Independent careers advisor to attend EHCP reviews and/or see students these students for a one to one guidance interview. 	

YEAR 10	Careers, Information, Advice & Guidance Program for 2023-2024								
	B1	B2	B3	B4	B5	B6	B7	B8	
Autumn	<p>"The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p> <p>PSHEE My Character Strengths (how to apply our strengths school work and careers) PSHEE Equality (Making a fairer society for all, including the Equality Act)</p>	<p>PSHE Lessons – Ongoing</p> <p>Students will cover Money Matters topics including:</p> <ul style="list-style-type: none"> •Budgeting •Earnings & Taxation 	<p>Unifrog- Nudges emailed to pupils termly</p>	<p>Each Subject webpage has careers pathways information. (Where can this take me?) Technology Fashion Design and Textiles</p> <p>Departments have displays linking to career a wide range of career paths</p> <p>National Green Careers week- 6th-11th November 2024 Form Time activities and displays</p>					<p>Independent Careers Advice – Ongoing</p> <p>Students can self-refer and teachers and support staff can refer students to the school's Independent Careers Advisor to discuss pathway options.</p>
Spring	<p>"The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p> <p>PSHEE Career Pathways (intro to Unifrog Post-16 Options, Career Sectors and how to apply for a work placement) PSHEE My CV (linking transferrable skills to career pathways)</p>	<p>A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessible via the schools website Labour Market Video</p>	<p>Unifrog- Nudges emailed to pupils termly</p>	<p>National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays</p> <p>National Careers Week-4th-9th March 2024 (B2) Virtual form time activity – Careers quiz Subject teachers to link careers to their subject</p> <p>PL Opportunity</p>			<p>Norfolk Skills & Careers Festival – 7th & 8th March 2024</p> <ul style="list-style-type: none"> •Held at The Norfolk Showground. •Attend careers festival meeting a variety of exhibitors and take part in interactive activities. 	<p>Careers Advice - Ongoing</p> <ul style="list-style-type: none"> •Independent careers advisor to attend EHCP reviews and/or see students these students for a one to one guidance interview. • Independent careers advisor to see year 10 students who have been referred by Head of year, pastoral support due to low attendance under achieving, and pupil premium. <p>Parents Evening – March 2024</p> <ul style="list-style-type: none"> •Independent careers advisor to attend parents evening to talk to pupils and parents about post 16 options. 	
Summer	<p>"The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p> <p>PSHEE: Post-16 Pathways (intro to qualifications and providers)</p>	<p>CEIAG Assembly – April 2024</p> <ul style="list-style-type: none"> •Students to be advised of post-16 options available to them after GCSEs •Outline a time framework of applying for next steps. •What support is available to help students decide what their next steps maybe, including having a backup plan in place. 	<p>The Future Skills Questionnaire on Compass- GCSE Years</p> <p>Unifrog- Nudges emailed to pupils termly</p>			<p>Work Experience – July 2024 All students have the opportunity to self-refer a work placement with an employer. 3 Days</p>		<p>PSHE Lessons - Ongoing Students will cover the following topics:</p> <ul style="list-style-type: none"> •Skills & qualities •Job Satisfaction •Interviews •CV's and Personal statements •How to apply for jobs. •Register on: www.helpyouchoose.org. <p>Independent Careers Advice – Ongoing</p> <ul style="list-style-type: none"> • Students can self-refer and teachers/support staff can refer students to the schools Independent Careers Advisor to discuss pathway options. •Independent careers advisor to attend EHCP reviews and/or see students these students for a one to one guidance interview. 	

YEAR 11 Careers, Information, Advice & Guidance Program for 2023-2024									
	B1	B2	B3	B4	B5	B6	B7	B8	
Autumn	<p>"The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p> <p>PSHEE Post-16 Options (applying to Post-16 providers)</p> <p>PSHEE Preparing for a job interview</p> <p>PSHEE First Aid in the Workplace (including how to respond to a stroke casualty and reviewing CPR and using an AED)</p>	<p>Careers & Post-16 Assembly 22nd September 2024</p> <ul style="list-style-type: none"> Refresh on options available after GCSE's Decision making – attending open days/evenings Applications for post 16 options via Helpyouchoose.org & deadlines 	<p>Careers Advisor to support students that are at risk of NEET</p> <p>Using the RONI rating (Risk of NEET Indicator, careers advisor to support all the students that fit into the higher-level threshold, to ensure a positive transition on to post-16 education or training.</p> <p>Unifrog- Nudges emailed to pupils termly</p>	<p>Each Subject webpage has careers pathways information. (Where can this take me?) Fashion and Textile Design Art and Design</p> <p>Departments have displays linking to career a wide range of career paths"</p> <p>Information Presentation Sept/Oct 2024 (B2 & B4) KFR to hold a virtual information briefing to students and parents on options available to students after GCSEs and timescales.</p> <p>PL Oportunity</p> <p>National Green Careers week- 6th-11th November 2024 Form Time activities and displays</p>				<p>Sixth Form Open Evening – Nov 2023</p> <ul style="list-style-type: none"> Head teacher, Assistant Head- Head of 6th Form and subject teachers to advise NDHS pupils and other external Year 11 pupils about 6th form course provision and entry requirements. Independent Careers Advisor to be available at the event to offer impartial careers advice to pupils and parents. 	<p>Careers Advice – Ongoing</p> <ul style="list-style-type: none"> Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor. Careers Advisor & Form Tutors to support students with post 16 course applications. All pupil premium students are offered a careers guidance appointment. Independent Careers Advisor attends EHCP reviews and/or see students or a one to one guidance interview. Independent Careers Advisor to visit at home or arrange to see in school, student's that are on role but not attending school to offer careers support.
Spring	<p>"The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p>	<p>Unifrog- Nudges sent to engage pupils with activities and opportunities Webinars posted on Careers blog</p>	<p>Monitor all students to check they have an offer of learning – Ongoing Students that have no course offer to be seen by independent careers advisor who will offer support with exploring options and applications.</p> <p>Unifrog- Nudges emailed to pupils termly</p>	<p>National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays</p> <p>National Careers Week-4th-9th March 2024 (B2) Virtual form time activity – Careers quiz Subject teachers to link careers to their subject</p>				<p>Mock Envelope Event</p> <ul style="list-style-type: none"> Year 11 students to receive mock exam results. Independent careers advisor available to support students <p>Apprenticeship Support –</p> <ul style="list-style-type: none"> Careers Advisor and CEIAG Coordinator to run an assembly explaining what apprenticeships are, where they are advertised and how to apply. Independent Careers Advisor to offer one to one support to students wishing to apply for apprenticeship pathway. School to ensure all students applying for an apprenticeship have a backup plan of a full-time course. <p>Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor</p> <p>Parents Evening January 2024 Independent careers advisor to attend parents evening to talk to pupils and parents regarding post 16 options.</p>	
Summer	<p>PSHEE: Independe Living (living costs, household finance) "The Careers program can be found on the schools website. In the Career education folder under KS4. https://www.ndhs.org.uk/careers-education</p>	<p>A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessable via the schools website Labour Market Video</p>	<p>Monitoring potential NEET Students – Ongoing (B8 & B3)</p> <ul style="list-style-type: none"> With Support of Norfolk County Council and school tracking to monitor students' course offers, to ensure the whole Year group has an offer of learning. Independent Careers Advisor to offer one to one careers appointments to students that have no offers of learning. <p>Unifrog- Nudges emailed to pupils termly</p>				<p>GCSE Results Day – August 2024 Independent Careers Advisor to attend GCSE results day to offer advice and guidance to any students who have not achieved the entry requirements for their preferred destination.</p>	<p>Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor</p>	

YEAR 12	Careers, Information, Advice & Guidance Program for 2023-2024							
	B1	B2	B3	B4	B5	B6	B7	B8
Autumn	<p>"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program</p>	<p>CEIAG Intro Assembly – November 2023</p> <ul style="list-style-type: none"> Independent Careers Advisor outlining options after A-levels including university, apprenticeships and gap years. Advise on work experience opportunities 	<p>Pathways program questionnaire given to the whole year group to complete-HOY</p>	<p>Each Subject webpage has careers pathways information. (Where can this take me?) Technology Fashion Design and Textiles</p> <p>Departments have displays linking to career a wide range of career paths</p> <p>National Green Careers week- 6th-11th November 2024 Form Time activities and displays</p>	<p>Employer/Opportunity Talks(Pathways Program) – Ongoing</p> <p>Every other Thursday including:</p> <ul style="list-style-type: none"> NHS - Healthcare Law Integro Languages Norwich University College of the Arts <p>PL Opportunity</p>			<p>Cause for Concern Intervention - Ongoing Independent careers advisor to see students referred from Head of Year who are at risk of not completing their 6th form programme.</p> <p>Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor.</p>
Spring	<p>"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program</p>	<p>A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessible via the schools website Labour Market Video</p>	<p>Unifrog Launch-January 2024 Whole year group assembly Log-ons to be activated</p>	<p>National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays</p> <p>National Careers Week-4th-9th March 2024 (B2)</p> <p>Virtual form time activity – Careers quiz Subject teachers to link careers to their subject</p>	<p>Employer Talks (Pathways program)</p> <p>Ongoing –</p> <p>Every other Thursday including:</p> <ul style="list-style-type: none"> Employers TBC <p>PL Opportunity</p>		<p>Medicine & Oxbridge Support - Ongoing</p> <ul style="list-style-type: none"> Mr Bishop to support those students planning to apply to Oxford or Cambridge University, regarding personal statement, admissions test preparation. Mr Bishop to support Medicine Group who meet on a regular basis to discuss admissions test, work experience, personal statements. Invite previous students who are studying medicine or attended/attending Oxbridge to offer advice and to talk about their experiences. 	<p>Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor</p>
Summer	<p>"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program</p>		<p>Year 12 Mock Exam Results Envelope Event – July 2024 Students to receive mock exam results. Independent Careers Advisor available to support students</p> <p>Unifrog- Nudges sent to all pupils via email</p> <p>The Future Skills Questionnaire on Compass- Post-16 study</p> <p>UCAS Exhibition at Norfolk showground- Evaluations</p>	<p>UCAS Exhibition at Norfolk showground 12th June 2023 (B3 & B7) UCAS Exhibition help students explore a wide range of academic and career opportunities, and discover a future that's right for them. PL Opportunity</p>		<p>Work Experience – July 2024 All students have the opportunity to self-refer a work placement for one week with an employer.</p>	<p>Futures Day – June 2024</p> <p>Student Higher Education Finance Talk</p> <ul style="list-style-type: none"> Facilitated by UEA Outreach team Make students aware of how to apply for student Finance. Information on Maintenance and tuition fee loans Maintenance Grants & University bursaries. <p>Norfolk Higher Education Exhibition -</p> <ul style="list-style-type: none"> All students can attend event at the UEA. Talk to different universities about courses and university life Attend talks on application process, finance, admissions test. 	<p>Parents Evening – April 2024 Independent careers advisor available to talk to students and parents regarding option after 6th Form</p> <p>Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor</p>

YEAR 13	Careers, Information, Advice & Guidance Program for 2023-2024							
	B1	B2	B3	B4	B5	B6	B7	B8
Autumn	"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program	Unifrog- Nudge Emails sent to students. Webinars posted on Careers blog		National Green Careers week- 6th-11th November 2024 Form Time activities and displays	Employer/ Opportunity Talks (Pathways Program) – Ongoing Every other Thursday including: • NHS – Health care • NUA • Integro Languages • Law • Apprenticeships PL Opportunity			Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor
Summer	"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program	A short video explaining what Labour Market Information is, starting to plan your career journey and where to find out information. This is accessible via the schools website Labour Market Video	Unifrog- Nudges emailed to pupils termly.					A-level Results Day – Aug 2024 • Independent Careers Advisor to attend A-Level results day to offer advice and guidance to any students who have not achieved the entry requirements for their preferred destination. "Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor
Spring	"The Careers program can be found on the schools website. In the Career education folder under KS5. Careers Program		Student Higher Education Finance Talk – January via UEA • How to apply • Time scale • Tuition Loans Unifrog- Nudges emailed to pupils termly.	National Apprenticeship week- 5th-10th February 2024 Form Time activities and displays National Careers Week-4th-9th March 2024 (B2) Virtual form time activity – Careers quiz Subject teachers to link careers to their subject	Employer Talks (Pathways Program) Ongoing – Every other Thursday visiting employers PL Opportunity-SWH Pathways Apprenticeships			Parents Evening – Jan 2024 Independent Careers Advisor available to talk to students about alternatives to going to university, gap years, student finance. Careers Advice – Ongoing Pupils can self-refer for an appointment or via Head of Year, Form Tutors, Pastoral Staff can refer students for one to one appointments with an independent careers advisor Maintenance Loans