

The Primary Gatsby Benchmarks

The eight Benchmarks below have been adapted for primary settings and provide the framework for delivering good career guidance. The Benchmarks are:

1. A stable careers programme

School has an embedded programme of careers and personal development that seeks to raise aspirations and is age appropriate. This programme shows progression through the key stages and is known and understood by pupils, parents/carers, teachers, governors and other key stakeholders.

2. Learning from career and labour market information

Every pupil, and their parents/carers, should have access to basic labour market information to help expand their awareness of future possibilities and opportunities.

3. Addressing the needs of each pupil

Pupils will have different needs and so opportunities for support should be tailored to the requirements of each pupil. A school's careers and personal development programme should embed equality and diversity throughout and actively challenge stereotypical thinking.

4. Linking curriculum learning to careers

All teachers should link curriculum learning with careers and future learning possibilities. The importance of literacy, numeracy and digital awareness should be emphasised and pupils should have the chance to explore STEM related opportunities and understand the skills they will need for the future.

5. Encounters with employers and employees

Every pupil should have the opportunity to have meaningful and age-appropriate encounters with a range of different employers and understand the importance of skills in the workplace. This can be through a range of different activities including visiting speakers and/or enterprise schemes.

6. Experiences of workplaces

Every pupil should have the opportunity to experience a variety of workplaces. The experiences of the world of work could be either direct or indirect and might include role plays, challenge days or visits to local employers.

7. Encounters with further and higher education

All pupils should understand the full range of learning opportunities that will be available to them. This includes both academic and vocational/technical routes and learning in schools, sixth forms, colleges, training providers, universities and in the workplace.

8. Personal guidance

Every pupil should have the opportunity to have 'careers conversations'. Their aspirations and personal development progress should be recorded and shared with parents/carers, as well as the transition leaders of the next place of education.