



TO ENSURE A ROBUST AND SUPPORTIVE CAREERS GUIDANCE PROGRAMME FOR OUR STUDENTS, WE WORK HARD TO MEET THE GATSBY BENCHMARKS:

BENCHMARK	OSCA ACTIVITY
BENCHMARK 1: A STABLE CAREERS PROGRAMME	A robust careers programme is taught in Tutor time for 30 minutes each week. Character development sessions (taught weekly) also include topics on careers, enterprise and study options.
BENCHMARK 2: LEARNING FROM CAREER AND LABOUR MARKET INFORMATION (LMI)	LMI trends included at start of each tutor time career session. LMI used to understand GCSE option routes for career aspirations. Examples of careers with explained salaries and prospects included in Careers programme. CIEAG for students before/during post 16 applications.
BENCHMARK 3: ADDRESSING THE NEEDS OF EACH YOUNG PERSON	Personalised careers interviews. Individual careers action plans set in collaboration with a professional and experienced careers advisor. Targeted support for students who fall into a vulnerable group. Option guidance highlighting career pathways pen for GCSE options at a year 9 options Fayre. Tracking engagement of individual pupils with careers advice and guidance. SEND specific trip to careers/post 16 Fayre.
BENCHMARK 4: LINKING CURRICULUM LEARNING TO CAREERS	Education visits provided by each curriculum to enhance learning and demonstrate the careers available in that subject area. Careers Fayre for students to gain insight into work in given areas. Teaching staff discuss careers that use the knowledge being passed on to students throughout the year.
BENCHMARK 5: ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES	Local Employers will speak in assemblies about their industry/workplace. Mock interviews for every student before college/employment/further student applications begin. Careers Fayre that every will attend during year 11, giving access to employers, providers and post 16 educators. Work experience for every student during their time at OSCA.
BENCHMARK 6: EXPERIENCES OF WORKPLACES	All students will take part in an organised work experience placement. Educational visits will allow students to meet and gain information from real world employers and employees. Employers attend the school to offer information, workshops and experience in their field.

	<p>Targeted support for students who may face barriers in securing a meaningful work experience placement.</p> <p>Student engagement in Work experience and educational visits to the workplace are monitored and tracked.</p>
BENCHMARK 7: ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION	<p>Visits to local post 16 providers/educators for tours and sample workshops.</p> <p>Careers Fayre for all students before post 16 transition.</p> <p>Local educators and trainers invited to Parents evenings for students/parental liaison.</p> <p>Assemblies/workshops run by local post 16 providers in school.</p> <p>Students are given targeted guidance towards opportunities to liaise with appropriate post 16 pathways.</p>
BENCHMARK 8: PERSONAL GUIDANCE	<p>One to One personal careers advice meetings offered as standard to all students.</p> <p>Students given action plan following individual meetings to support their career pathway.</p> <p>SEND students are prioritised.</p> <p>NEET-risk students identified early in support process and prioritised with more intensive guidance.</p> <p>Form tutors and subject teachers reinforce advice where appropriate.</p> <p>Tracking of students receiving advice.</p>