

Gatsby Benchmarks – Intention and Development- Organisation wide.

Overview	Evidence	Actions
Benchmark 1: A stable careers programme	Careers Policy Timetables/Schemes of Work Governor/SLT minutes Websites e.g. Inclusion School From Education to Fulltime Paid Employment	School College & EB8– ratify policy; amend timetables/SOW Consider completing Internal Leadership Review Careers Impact system internal leadership review CEC Resource Directory
Benchmark 2: Learning from career and labour market information.	Guidance records Records of visits in and visits out Portfolio/other evidence from learners	Develop information on enterprise/self employment Consider parent newsletter re LMI Staff CPD LMI Staff Hub - College Staff - Gatsby LMI posters - All Documents
Benchmark 3: Addressing the needs of each pupil	Careers Policy Careers Guidance Records Destinations Tracker e.g. interests of learners Evidence of visits in and out e.g. apprenticeships Portfolios Website e.g. Cultural Student Excursions Group Trips Inclusion School Tutorials e.g. relaxation	Explore use The Future Skills Questionnaire (FSQ) Viva Engage
Benchmark 4: Linking curriculum learning to careers	Schemes of Work Posters Guidance visual prompts e.g. what you enjoy Viva Engage	CPD in college – further opportunities for staff to look at careers of relevance
Benchmark 5: Encounters with employees and employers	Timetables Records of attendance Portfolio evidence Website e.g. Cultural Student Excursions Group Trips Inclusion School	Continued development of range of opportunities and appropriate brief/de brief for learners and employers
Benchmark 6 – Experiences of Workplaces	Records of attendance Portfolio Timetables showing WEX	College CPD on making every visit a careers visit Further development of how to make WEX meaningful Continued development of a bank of WEX opportunities Consider Employer Standards: Shaping your workforce of tomorrow The Careers and Enterprise Company and link to Organizations Future Potential work
Benchmark 7: Encounters with Further and Higher education	Records of Attendance Portfolios	Consider HE options

Benchmark 8: Careers Guidance	Records of Guidance	Timetabling of Guidance across the organization and year groups.

Benchmark 1: A stable careers programme

Schools

In year 7 we focus on the individual learners and their strengths and weaknesses; building into year 8 where we look at aspirations, equality and skills such as budgeting.

In year 9 (linked to the World and You curriculum) we look at self-esteem and confidence, and find out about the world of work and the impact of globalisation and technology.

In years 10 and 11 we work towards awards and qualifications, with units including decision making, CVs, mock interviews and Independent Careers Advice and Guidance.

Year 11 learners work towards the Prince's Trust qualification and/or AQA awards.

Our curriculum is part of our Growth and Readiness Stream of work – combining Personal Development, Life Skills, PSHE and work experience. It is resourced and over seen by SLT.

College

At our college, (usually learners aged 16-19 years), we aim to get learners workplace ready through: -

- CV writing workshops
- Transferable skills
- SWOT analysis
- Job searching/job applications
- Mock interviews
- Barriers to work/conflict management
- Personal presentation
- Workplace behaviours
- Confidence and resilience-building sessions
- Budgeting
- How to read a payslip/bank statement
- Critical thinking/problem solving
- Maintaining employment
- Guest speaker events
- Visits to other FE provisions, training providers, and employers

The Careers Programme for the college reflects the different routes learners may be on, and how long they have been at the college. For example learners on our Blue Pathway should be ready to explore work experience options.

EB8

At Inclusion EB8, learners access a full-time employability and progression programme designed around personalised pathways. The curriculum includes accredited qualifications such as ASDAN, alongside regular employer engagement, workplace visits, enrichment activities, and 1:1 coaching. Each learner builds a portfolio that supports their long-term goals into work, further training or supported internships.

Benchmark 2: Learning from career and labour market information.

School

Our learners benefit from direct experiences of local workplaces, careers fairs, employers visiting us – as well as the information available on line from sites such as Career Pilot, and more Local data for area.

We have close links with the Careers and Enterprise Company who provide a wealth of information across many sectors of industry.

LMI is discussed during Careers Guidance, as well as part of work experience and employer encounters.

An area of expertise we would like to develop is to support young people in setting up their own enterprises.

College

Our learners benefit from direct experiences of local workplaces, careers fairs, employers visiting us – as well as the information available online from sites such as Career Pilot, and more Local data for area.

EB8

Students undertake many activities that explore jobs, and job search. This builds up knowledge of the availability of many jobs – and how to access details about them such as salary and working conditions.

LMI is discussed during Careers Guidance, as well as part of work experience and employer encounters.

An area of expertise we would like to develop is to support young people in setting up their own enterprises.

Benchmark 3: Addressing the needs of each pupil

As an organisation it is key to challenge stereotyping. Much positive work is completed such as working with employers to understand neurodiversity, and all settings will participate in awareness events such as LGBTQ+ days.

In all our settings learners have many opportunities to explore their interests and how these could be developed in the future.

School

Our holistic curriculum addresses the needs of individual pupils. Our curriculum reflects the diverse needs of our learners, accommodating their needs and offering a more flexible approach to learning. Our learners are in small tutor groups where their progress is carefully monitored and shared.

We incorporate many trips and visits that help to raise aspirations and self-esteem. These include adventurous activities, as well as more creative/arts type events.

We have strong transition processes, A range of experienced staff, depending on the learner, will support with college visits, supported internships and apprenticeships and seek out the best placement for that young person.. We have produced a range of resources to help learners explore their next steps.

College

[Find Out About Inclusion College | Independent | Hampshire](#)

College staff have strong professional relationships with the students. This results in support being personalised and aimed at building resilience and providing opportunities.

These relationships are key in understanding the interests and needs of our learners and working towards building their aspirations.

Employer Encounters and WEX will aim to meet the needs of individuals learners.

In the WEX and Careers folder, learners, each learner's interests are listed

EB8

Learner portfolios demonstrate how each learner has the opportunity to explore their own skills and development and aspirations. Learners have many opportunities to explore what they wish to do, and how this would match their skills and needs.

Benchmark 4: Linking curriculum learning to careers

School

The schemes of work in each of our curriculum areas highlight explicit links to careers. We ensure we have a range of activities and visits to bring this to life for our learners e.g. Kier, NHS, Millers Ark, History Festivals,

This is something we will monitor through Schemes of Work and Learning Walks.

College

We have vocational offers that link careers to curriculum

e.g. *hair and beauty*

We have recently had experience of enterprise selling our *arts and crafts* at the Baton of Hope

We have recently *performed (music)* at the Tea Bar in Basingstoke as part of Baton of Hope

Each year we go to Stroke for a performance

We have *catered* for College staff – cooking and serving

[\(20+\) Viva Engage - Inclusion College](#)

EB8

At EB8, careers and progression are the central focus of the curriculum. Learners engage in targeted employability sessions, project-based learning, and accredited ASDAN and AQA short courses to develop the practical and soft skills needed for the world of work. The curriculum is mapped to EHCP outcomes and learner goals, ensuring meaningful and relevant progression pathways.

Benchmark 5: Encounters with employees and employers

School

We have had both employers into talk to learners, and small groups of learners visiting employers on site. At School, Our Life Skills curriculum (My Life at 25) supports many visits where we meet employers. Visitors into school have included the NHS, Millers Ark and Kier. Visits out include Careers Fairs, local Hotels, Adventure Opportunities and residential settings, Zoos and Theatres.

College

Careers Fair – Careers Enterprise in Basingstoke

Wellington Centre WEX

WEX and Careers folders contains lists of employers to contact for encounters/WEX

EB8

EB8 facilitates regular encounters with a diverse range of employers. Guest speakers, sector talks, workplace tours, and career workshops are built into the timetable alongside work placements and experience, providing young people with real-world exposure to the workplace and helping them to understand expectations and roles across multiple industries.

Benchmark 6 – Experiences of Workplaces.

School

At school learners have extended WEX at local venues such as a Country Park and Adventure/Outdoor learning Centre. A small amount of learners are offered internal alternatives working with our staff team.

College

At the College we have had examples of learners who have moved from WEX opportunities into employment. Wex has included Wellington Country Park.

The first part of the Autumn term has settling learners in – but individual placements are now being actively pursued e.g. we know what learners want, and have a list of potential employers

Several learners will be attending Yateley Industries for extended placement from January 2026.

EB8

Learners at EB8 access internal and external work experience opportunities, including projects

with charities, creative and digital skills workshops, and placements with local employers. These experiences are tailored to student interests and support confidence, communication and workplace readiness.

Benchmark 7: Encounters with Further and Higher education

School

Our Year 10 and 11 students have had good access to information about Further Education and Apprenticeships. We have local colleges visit and learners go out with our staff to visit the settings. We have extended the range of destinations where we have working relationships to find the correct fit for our learners.

College

At our College we have had learners move onto HE destinations.

EB8

At EB8, the emphasis is on employment and alternative routes into adulthood, including supported internships, traineeships and sector-based work academies. For learners who have previously attended college settings, EB8 provides a more focused and supported environment to prepare for next steps. Staff work closely with learners and external partners to ensure transitions are successful and aligned to personal aspirations. We do ensure that all learners have the opportunity to consider further/higher education opportunities.

Benchmark 8 Guidance

School

All learners in the organisation, from year 9, are offered 1:1 Guidance. We have developed visual tools to support learners in these processes.

College

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Some of the College learners have found this 1:1 situation difficult to access and more work is needed to embed this. It can be tricky to timetable this for some learners

EB8

All learners in the organisation, from year 9, are offered 1:1 Guidance. We have developed visual tools to support learners in these processes.

Timeline

September/October

- School Year 11s
- ongoing EB8/yellow

November/December

- College likely leavers – largely Blue Group?
- ongoing EB8

Jan/Feb

- School Year 10s

March/April

Remaining College

Any remaining year 10/11

May/June

School Year 9

Additional Support for Careers

We work closely with the Careers and Enterprise Company to provide a range of opportunities for learners.

As a charity we work with Employers to support them in working with Neurodiverse learners. Across the Organisation we would like to explore more about self employment and Enterprise.

Evidence:-

- Timetables
- Schedules of Work/Lesson Plan/Policy Docs
- WEX feedback logs
- Learner Portfolios
- CPOMS (school) re interventions
- Destination trackers

Website e.g [Find Out About Inclusion College | Independent | Hampshire](#)

School Examples from 2026

e.g. College visits in– Sparsholt, BCOT; College visits our Alton, FCOT, BCOT, QMC

- Job Centre Plus Visit
- Hotel Visit, Careers Fair
- WEX at Wellington Country Park; WEX at Upton

College Examples

Careers Fair

EB8 examples

- Anvil Visit
 - Library Visit
 - Intec visit
- Housing Association visiting to do job search

Organisational Issue

- consistent record keeping? E.g. Arbor, Compass, CPOMS

-access for those where attendance is poor e.g. because they have moved out of area and travel has become tricky... illness