

## Gatsby Benchmarks for SEND

Benchmark	SEND Meaning	PMLD
Gatsby Benchmark 1 A stable careers programme	A whole-school careers programme involves an overarching strategy with details of how activities can help students and parent/carers make better decisions about their future.	A whole-school careers programme involves an overarching strategy with details of how activities can help students and parent/carers make better decisions about their future.
Gatsby Benchmark 2 Learning from career and labour market information	Every student and their parents/carers should have access to good quality information about future study options, labour market opportunities and the Council Local Offer (Advice and information about the services available for your child or young person with a Special Educational Need or Disability)	Parent/carers should have access to good quality information about future options, opportunities and the Council Local Offer (Advice and information about the services available for your child or young person with a Special Educational Need or Disability)
Gatsby Benchmark 3 Addressing the needs of each learner	Students have different careers guidance needs at different stages. Opportunities for advice and support needs to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.	Parent/ Carers have different careers guidance needs at different stages. Opportunities for advice and support needs to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
Gatsby Benchmark 4 Linking curriculum learning to careers	Teaching and learning focuses on the relevance of subjects to everyday independent living, future learning and leisure, livelihood planning and employability skills. Careers provision is integral to the whole curriculum	Teaching and learning focuses on independence, communication and resilience so the young person can achieve to the best of their ability.
Gatsby Benchmark 5 Encounters with employers and employees	Every student should 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.	Every student should be given the opportunity to communicate, in which ever way they do, with familiar and unfamiliar people. So they practice communication skills and resilience. In accordance with the Preparation for Adulthood Framework.
Gatsby Benchmark 6 Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/ or work experience so they can explore their career opportunities, expand their networks and practice their life skills.	Every student should be given the opportunity to take part in activities within the school and the wider community. So they can explore opportunities, expand networks and practice their skills.
Gatsby Benchmark 7 (Encounters with Further and Higher Education) Adapted for SEND students Encounters with Post Compulsory Education	Meaningful encounters can be with providers of apprenticeships, work-based training and further and higher education (Where deemed appropriate) and providers of the Local Offer (Advice and information about the services available for your child or young person with a Special Educational Need or Disability),	Parent/ Carers should be given the opportunity to encounter a variety of post compulsory education providers, organisations and care providers so they are able to make informed decisions about the future of the child or young person. Parent/ Carers can learn about post

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Provisions and Providers.	facilitated both in school and through offsite visits. Young people can learn about post compulsory schooling options in a range of ways including through direct interactions with provisions, current students and alumni.	compulsory education opportunities in a range of ways, including direct interactions with provisions, parents of other students or past students.
Gatsby Benchmark 8 Personal Guidance	The personal guidance on offer fosters improved self-determination through developing self-awareness, practising decision-making skills and setting goals. Access to career development opportunities also involves parents/ carers and the wider support network.	Parent/ Carers have the opportunity for personal guidance on post compulsory education options. This is to help inform and empower Parent/ Carers in making informed decisions about their child or young person's future.