

Working towards the Gatsby Benchmarks - December 2025



Gatsby Benchmark	How CNS implements this Benchmark	CNS Compass + Score
1. A stable careers programme	<p>CNS has a written careers programme which is fully backed by School Leaders and Governors. It is systematically monitored and reviewed.</p> <p>The careers programme is coordinated and led by our school careers Leader Natalie Pentney who has completed Level 6 Careers Leadership course.</p> <p>Careers guidance information is detailed on the school website.</p> <p>We regularly seek feedback from students and external providers to further improve our provision.</p>	77%
2. Learning from career and labour market information	<p>Every pupil and parent has access to good quality information about future study opportunities and labour market information.</p> <p>All students in school have access to Unifrog accounts, where they have access to Careers and labour market information.</p> <p>Career and labour market information is shared in lessons, assemblies, form time and as part of drop-down days.</p> <p>There are displays around the school and students and parents/carers can visit the CNS Careers Padlet. Information is also shared on CNS Careers social media.</p> <p>A weekly careers newsletter is shared with students and parents.</p>	85%
3. Addressing the needs of each pupil	<p>Our programme raises the aspirations of students, it challenges stereotypical thinking (such as gender roles and employment).</p> <p>Key stage 3 students complete the Future Skills Questionnaire, information from this is then used to help shape our careers activities and talks during the year.</p> <p>We collect and maintain accurate data for school leavers.</p> <p>We use Unifrog & Compass + to record student careers experiences and all students are able to record their own experiences using the Unifrog platform.</p>	89%
4. Linking curriculum learning to careers	<p>Students experience links to the curriculum within lessons.</p> <p>The careers leader works closely with faculties and each faculty has a nominated careers champion.</p> <p>Teaching staff as asked to link trips and talks/workshops to careers.</p>	11%

5. Encounters with employers and employees	<p>Students will have many opportunities to have encounters with employers and employees. We keep records of encounters that students have.</p> <p>Encounters may take place through workshops, classroom talks, virtual talks, trips.</p> <p>We keep a record of student encounters, so we are able to target students who may not have engaged in activities or events.</p>	88%
6. Experiences of workplaces	<p>It is important for students to experience the workplace environment to understand the context in which they could one day be working.</p> <p>Year 10 work experience week will take place during the summer term. Placements are self-generated with support available to those students who require it. Students unable to find placements take part in careers related activities in school or visits to workplaces.</p> <p>Year 12 students are encouraged to find face to face work experience. They may also record any part time jobs and voluntary roles outside of school hours.</p> <p>Virtual work experience and insight days are shared with students via social media, student daily notices and CNS Careers Padlets.</p>	68%
7. Encounters with further and higher education	<p>By the end of Year 11 students have had contact with a sixth form provider, FE colleges, a university, training provider and have guidance regarding apprenticeship opportunities.</p> <p>Sixth form students should have two meaningful visits to universities.</p>	54%
8. Personal guidance	<p>A Level 6 qualified Careers Advise working in school 2 days per week.</p> <p>We focus on students who are at risk of NEET and students who may be unsure about their next steps.</p> <p>Students may be referred to the careers team by their house teams, tutors, parents or self-referral.</p> <p>Year 13 students meet with sixth for staff during the Autum term to discuss next steps. They are able to self-refer for an appointment.</p> <p>Year 9 students can also request an appointment during the spring term when they are considering KS4 subject choices.</p>	77%