

The Gatsby Benchmarks were devised to support school planning and development around effective and relevant careers advice and guidance. The benchmarks for Wessex Water Careers engagement are inspired by those 8 benchmarks:

| <b>Benchmark</b>                              | <b>Description</b>                                                                                                                                                                                                                                                     |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. A stable careers programme                 | We should have a planned programme of career engagement and guidance that is known and understood by schools, customers, directors and colleagues.                                                                                                                     |
| 2. Ensure quality information is shared       | Every pupil, should have access to good-quality information about Wessex Water, job preparation, and career opportunities within Wessex Water.<br><br>Identify and train informed advisers/leads to make best use of available information.                            |
| 3. Addressing the needs of individual schools | Schools have different career guidance needs. Each will have different barriers for their pupils. Opportunities for advice and support need to be tailored to the needs of each. Our careers programme should embed diversity and inclusion considerations throughout. |
| 4. Linking activity to curriculum learning    | All teachers should link curriculum learning. For example, projects should focus on STEM and employability, and be able to be delivered at a variety of times during the year to link to the curriculum plan of each school.                                           |
| 5. Multiple encounters                        | School groups should have multiple opportunities to learn about Wessex Water; our function, skills needed and opportunities available; through a range of enrichment activities (see off outline)                                                                      |
| 6. Experiences of workplaces                  | Every school should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their horizons.                                                              |
| 7. Highlighting Career Progression            | All pupils should understand the full range of development opportunities that are available through Wessex Water. This includes both academic and vocational routes and learning in colleges, universities and in the workplace.                                       |
| 8. Personal guidance                          | Every pupil should have opportunities for guidance interviews with a relevant colleague. These should be available whenever significant interest in the company has been identified. They should be timed to meet their individual needs.                              |