



Pre-Gatsby Benchmarks: Laying the Foundations for Future Success

At Mile Oak, we believe that careers education begins in curiosity. By connecting learning to life from the earliest years, we build the foundations for the Gatsby Benchmarks and help every pupil Think Big to a bright future.



Pre-Gatsby Framework for Primary:

Focus Area	What This Looks Like at Mile Oak	Linked Gatsby Benchmark
1. A Culture of Ambition	Pupils are inspired to “Think Big” through assemblies, stories, visitors, and role models from all backgrounds.	1: A Stable Careers Programme
2. Awareness of Work and Community	Visitors from different professions (parents, local employers, NHS, police, creatives) show pupils the many roles in society.	5: Encounters with Employers
3. Linking Learning to Life and Careers	Every subject area makes <i>intentional reference to careers</i> through lesson links, helping pupils see the real-world relevance of their learning.	4: Linking Curriculum Learning to Careers
4. Building Future Skills	Our values drive employability skills – <i>Respect, Ambition, Courage and Pride</i>	3: Addressing Individual Needs
5. Exploring Pathways	Pupils are introduced to college, university, apprenticeships, and training in age-appropriate ways.	7: Encounters with Further & Higher Education
6. Personal Reflection	Through PSHE and pupil voice, children identify strengths, interests, and ambitions, fostering ownership of their learning.	8: Personal Guidance
7. Family and Community Partnership	Parents and the community are invited to share their careers	2: Learning from Labour Market Information
8. Transition to Secondary	Pupils leave Mile Oak ready to engage with Gatsby-aligned careers learning, confident in their aspirations and self-awareness.	All