

Careers Programme 2025-26:

The current careers programme is delivered through a combination of methods, including explicit lessons provided within the taught PSHE programme in Years 7-11. Careers information is available both in the Careers Office and in digital format through Unifrog. We also have a Level 6 trained careers advisor on site to meet 1:1 or in small groups of students to discuss their options and future pathways to support their decision-making processes and applications. Our provision is evaluated based on feedback from students through student feedback forms at the end of the interview and student surveys. Due to changes in the Gatsby Benchmarks, this programme will be enhanced as required according to statutory guidance.

Year 7

Intended Impact/outcome	Gatsby Benchmark	Careers Activity	Delivery Method & Date	Review Method
To give students aspirations of going to university	3,7	University Trip or in-school interactive workshop	Russell Group/or Local University	Student evaluations/FSQ
Students gain an understanding of the different jobs and careers available	2,5,6	Employer Assemblies Workplace Visit	Various – TBC Trip	Student evaluations/FSQ
Students understand the range of careers related to each subject area.	4, 8	National Apprenticeships and National Careers Week	All subjects in timetabled curriculum time.	Student and teacher evaluation.

Students answer questions about their interests, which then links to potential future jobs.	3	Interests Profile	Online – FSQ and Unifrog	Student evaluation.
Students reflect on their strengths and weaknesses in terms of transferable skills.	3	Introduction to skills	Online – FSQ and Unifrog	Student evaluation.
Students are able to identify a dream career for them, including work/life balance.	2,3	My Dream Job	Online – Unifrog Drop Down Day - Focus	Student evaluation.

Year 8

Intended Impact/Outcome	Delivery Method & Date	Gatsby Benchmark	Careers Activity	Review Method
To start to inform students of the opportunities available Post-16	Assembly	5	COP College or other FE	Forms Quiz
The importance of choosing the right GCSE options	Performance	5, 6	Options and Choices (or similar offer)	Student and employer evaluation.
To give students aspirations of going to University	Russell Group University and/or Local University	5, 8	University trip	University and student evaluation.
Students understand the range of careers related to each subject area.	All subjects in timetabled curriculum time.	4, 8	National Apprenticeship and National Careers Week	Student and teacher evaluation.

Students gain an understanding of terminology related to viewing vacancies and applying for jobs.	Online – Unifrog	1, 3	PD sessions	Unifrog feedback
Students find potential areas of future work, introduced to local organisations	Online – Unifrog Workplace visit	1, 2, 6, 8	PD Sessions Trip to a workplace	Unifrog feedback
Students hear about the different roles and ways to apply/pathways to get there	Drop Down Day	1, 2,5	Students hear about the different roles and ways to apply/pathways to get there	Student Evaluation

Year 9

Intended Impact/outcome	Delivery Method & Date	Gatsby Benchmark	Careers Activity	Review Method
Students gain insight into university options available after college.	Russell Group University and/or Local University	7	University Trip	Student review .
Students gain an insight into education in independent schools and learn about bursaries and how to get a Scholarship	Assembly	3,7	Independent School – Embley connection	Student feedback
Develop essential skills and identify areas of growth.	Online	1,3	Skills Builder ***or Futures for All TBC	Student /teacher evaluations.
Students understand the range of careers related to each subject area.	All subjects in timetabled curriculum time.	4, 8	National Apprenticeship and National Careers Week	Student and teacher evaluation.
Advice and guidance from subject teachers and Careers lead.	Face-to-face evening event	1,3	Options Evening	Student and parent evaluations.
Students are provided with personal guidance about suitable options for their progress and chosen career path.	Unifrog – Online	3, 8	GCSE Choices	Unifrog feedback
Students understand the need to develop leadership skills for future roles.	Unifrog – Online	3	Students understand the need to develop leadership skills for future roles.	Unifrog feedback
Students understand how their hobbies provide skills which can support entry into the labour market.	Unifrog – Online	2, 3	PD Session	Unifrog feedback

Students have the opportunity to discuss their options and look at LMI to help choose subjects to be taken	Face to face – small groups	2,8	PD Sessions or Career Advisor sessions	Careers leader report
A representative business from one of the top 4 careers recorded by the student survey to deliver talk or workshop – workplace visit x2	Various sectors	2,5,6	Assembly/Drop Down Day/Workplace Trips	Review via Unifrog

Year 10

Intended Impact/Outcome	Delivery Method & Date	Gatsby Benchmark	Careers Activity	Review Method
Students gain a meaningful insight into the world of work, using this to refine their intended destinations. Also to improve self-confidence	One-week work experience placements.	6	Work experience	Employer and Student reviews.
Students have an understanding of post-16 options.	FE providers invited to present to students in Year 10.	7	FE Colleges /Sixth Form assemblies	Provider and Student reviews.
Students gain experience and feedback from a mock job interview.	Drop Down Day/ In person event in school	3, 5	Mock Job Interviews	Employer and Student reviews.

Students gain an insight into Apprenticeships and how to apply for them	PETA	2,3	Apprenticeship Workshops and assemblies	Student reviews.
Students understand the range of careers related to each subject area.	All subjects in timetabled curriculum time.	4, 8	National Apprenticeship and National Careers Week	Student and teacher evaluation.
Students have support to source suitable work experience placements.	Unifrog - Online	6	Work experience – researching placements	Microsoft Form Quiz
Students are able to write a CV and cover letter to support their WEX applications.	Unifrog - Online	6	Work experience – CVs and cover letters	Microsoft Form Quiz
A comprehensive overview of what the qualification entails, and review of the results and pathways taken to HE since its inception.	External Provider	2,7	T-Level Workshop/Assembly	Student reviews to test comprehension
Students understand what their Post-16 Options are in terms of college/sixth form	Local College	7	College Taster Day	Student evaluation. Year 11 College applications
Each student is given an appointment to discuss their chosen career and next steps.	1-1 Careers Guidance	8	Personal Guidance	Careers Action Plans and evaluation from students
A representative business from one of the top 4 careers recorded by the student survey	Various sectors	2,5	A representative business from one of the top 4 careers recorded by the student survey	Review via Unifrog

Year 11

Intended Impact/Outcome	Delivery Method & Date	Gatsby Benchmark	Careers Activity	Review Method
Students learn about courses available and understand entry requirements	Face-to-face whole year	7	FE and Sixth Form Assemblies	Student and provider evaluation.
Students considering apprenticeships are given support and guidance towards applying for apprenticeships.	Face-to-face	5, 7	Apprenticeships registration	Success rate of apprenticeship applicants.
Students understand the range of careers related to each subject area.	All subjects in timetabled curriculum time.	4, 8	National Apprenticeships and National Careers Week	Student and teacher evaluation.
Students get 1:1 support	Face to face	3,7	College Application Support	Destination Data
Each student is offered an appointment to discuss their chosen FE/Apprenticeship and help apply for it.	Face-to-face, facilitated by Careers lead.	8	Careers guidance appointments	Feedback forms