

2025-2026 CAREERS PROGRAMME



Our careers programme incorporates the 8 Gatsby Benchmarks and is structured to provide the legal entitlement to all our learners. Our careers, information, advice and guidance (CEIAG) programme will enable learners to make informed educational and careers decisions which are aspirational yet match their abilities and needs.

We deliver bespoke themes to each year group to aid learners personal development.

Themes

- Year 7 – Discovery
- Year 8 – Raising Awareness
- Year 9 – Opening Doors
- Year 10 – Exploration
- Year 11 - Pathways



Outcomes - what all our learners will gain from the careers programme;

KNOWLEDGE



To be able to action different pathways available to them and be prepared for the working world, whatever their starting point is. A Levels, T Levels, BTEC's (V Levels new from 2026), Apprenticeships, Further Education or Higher Education.

BEHAVIOURS



To be able to overcome barriers, build resilience and independence. Become a good citizen in the world of work.

SKILLS



To be able to use a range of employability skills they have developed throughout their time at school and put them into practice.



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KEY STAGE 3 DELIVERY

Year 7 Discovery



What is a Career? Developing skills and aspirations and introducing the Labour Market. Introduction to STEM careers and job sectors, identify different jobs and growing market trends. Challenging stereotypes. Reflect on who you are? What's your dream job? Discover what is an Entrepreneur? Introduce work-life balance. Discover careers and futures. Exploring possibilities and culture of different workplaces.

Delivered through; PSHE Lessons, Weekly Tutor Time, Employer Engagement and Work Experience, Trips and Opportunities, Workshops, Assemblies, Career Drop In, School Weekly Bulletin, Unifrog.

Reflect on your interests? Introduce CV's and explore what a CV is? Learn about workplaces. What are your expectations for life and career? What is Success – what does it look like? Learn about the climate of jobs through LMI. Exploring different types of work, skills, life choices and making the most of opportunities. To learn about different job sectors, STEM related careers and meet employers. What skills are required in the workplace and what qualities they need to have. Learning about equality and stereotyping. Being proactive and learning from setbacks.

Delivered through; PSHE Lessons, Weekly Tutor Time, Employer Engagement and Work Experience, Trips and Opportunities, Workshops, Assemblies, Career Drop In, School Weekly Bulletin, Unifrog.

Year 8 Awareness



Year 9 Options



Opening Doors

Learning about strengths and overcoming weaknesses, career options and impact of making good GCSE choices. Exploring employability skills employers value. To further enhance knowledge and understanding of career paths. Identify and share their strengths and explore how this awareness can inform life choices.

Understanding young people's right to work and how they can be successful in the workplace. Building positive relationships with others and ultimately taking control of their own career journey. Reflect on your skills? Exploring pathways after Year 11 and beyond. Know about finances and learning how to manage money. Linking LMI into money and careers.

Delivered through; PSHE Lessons, Employer Engagement and Work Experience, Further Education, Apprenticeships and University awareness and other opportunities, Workshops, Assemblies, Options Interview with Level 6 Careers Leader, Referrals to a Careers Advisor, Weekly Tutor Time, Career Drop In, Options Evening, Mentoring, School Weekly Bulletin, Unifrog.

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KEY STAGE 4 DELIVERY

Reflect on your school journey so far – making the most of GCSE Choices. Explore deeper knowledge of job profiles and different types of jobs. Prepare for work experience and learn about the workplace, including work practices and well-being. What is hybrid working and what advantages/disadvantages will this impact the workforce for future employment. CV building and standing out from the crowd. Participate in Work Experience and readiness to work. To develop good practice and confidence; with Interviews and learning about Hybrid, Remote working and AI. Developing strategies for overcoming challenges or adversity. Responsibilities in the workplace and health & safety regulations. Exploring Post 16 and what type of career is best for me?

Delivered through; PSHE Lessons, Weekly Tutor Time, Employer Engagement, Business Enterprise, Further Education and University visits, Trips and Opportunities, Workshops, Assemblies, Mock Interviews, Career Guidance Interviews with a Level 6 Advisor, Mentoring, Summer Term Work Experience, Career Drop In, School Weekly Bulletin, Unifrog.



Year 10

Exploration

Destination

Unknown

Year 11

Pathways

Making It Happen

Career Pathways



Preparation for next steps. Reflect on your employability skills? What are the pros/cons of Post 16 pathways? How to choose a Post 16 pathway that's right for you? Further develop knowledge into Apprenticeships and Higher Education. Is AI a threat to the current labour market? The process and skills for college applications, apprenticeships and career progression. To identify Post 16 options available, confidence in application making, understanding the importance of career choices. Decision Making, Researching and Financial Education. Enhancing CV's and interview techniques.

Delivered through; PSHE Lessons, Employer Engagement, Trips and Opportunities, Workshops, Personal Guidance Interviews with Advisor and Action Plan, Follow Up meetings, Careers Fairs, Post 16 Interactions, Guest Speakers, Mentoring, Career Drop In, School Weekly Bulletin, Unifrog, Futures Information Booklets.

The careers programme is constantly evolving and is subject to change throughout the academic year.