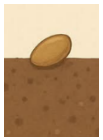
Samuel Whitbread Academy Careers Mission Statement and Development Plan 2026-2027

Samuel Whitbread Academy aims to build a learning community where every student has the opportunity to achieve and excel now and, in the future, through ensuring all young people have equity of information, opportunity, and experience to make informed and fulfilling future options, pathways and career choices.

Direction Determines Destination

			
Year 9 mission statement and intent	**Year 10 mission statement and intent**	**Year 11 mission statement and intent**	**Sixth Form mission statement and intent**
Introduce and Inspire. Individual year 9 students will access up to date future options, pathways and careers information through the stable careers programme, learning from career and labour market information and the curriculum. Year 9 students will be **inspired** through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance.	***Investigate and Explore.*** Enable individual students to ***investigate and explore*** through access up to date future options, pathways and careers information for through the stable careers programme, learning from career and labour market information and the curriculum. Year 10 students will be inspired through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance.	***Applying and Demonstrating.*** Facilitate students in ***applying and demonstrating*** through accessing up to date future options, pathways and careers information for through the stable careers programme, learning from career and labour market information and the curriculum. Year 11 students will be inspired through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance.	**Year 12** ***Introduce and inspire*** students in order for them to access up to date post 18 future options, pathways and careers information for each individual student through the stable careers programme, learning from career and labour market information and the curriculum. Introducing and inspiring students through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance. Facilitate students in ***investigating and exploring*** in order for them to access up to date post 18 future options, pathways and careers information for each individual student through the stable careers programme, learning from career and labour market information and the curriculum. Introducing and inspiring students through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance. **Year 13** Facilitate students in ***applying and demonstrating*** in order for them to access up to date post 18 future options, pathways and careers information for each individual student through the stable careers programme, learning from career and labour market information and the curriculum. Introducing and inspiring students through encounters and experiences with employers, businesses, further and higher education institutions alongside the opportunity for personal advice and guidance.

Below is an outline summary of each year group and how the mission statement is implemented to meet the eight Gatsby Benchmarks, the statutory government guidance (2025: https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools), the CDI framework and the Baker Clause:

CDI FRAMEWORK:



BAKER CLAUSE

What is the Baker Clause?
Introduced as an amendment to the Technical and Further Education Act 2017, the Baker Clause stipulates that schools must allow colleges and training providers access to every pupil in Years 8 to 13 to inform them about approved technical education qualifications and apprenticeships.

- Schools must act impartially and not show any bias towards any route, be that academic or technical.

- Schools should promote the full range of technical options.
- Schools must open their doors to other education and training providers, providing a range of opportunities for providers to talk to all year 8 - 13 pupils about their offer.
- Pupils should be aware of the benefits of apprenticeships, T Levels and other approved technical education qualifications.
- Schools should make every effort to improve their performance against the 8 Gatsby Benchmarks.
- Governing bodies and senior leaders should review their arrangements for provider access and prepare and publish a policy statement on the school website.

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
1 A stable careers programme	Website fully updated and communicated to all parents, students and staff at the start of the academic year. Engaging parents and carers: Website signposting to future options, pathways and careers sites and resources. Also, a fortnightly newsletter. Mission statement and careers curriculum mapping on the website and integrated into the school mission statement and 5 priorities. Live assembly online in registration (start of academic year) – signposting and outlining the support, guidance and website for future options, pathways and careers. Termly evaluation using Compass+ to track and monitor SWA's progress against the Gatsby Benchmarks. Parent, student and staff feedback surveys in the Spring term. Compass+ student Future Skills Questionnaire – Summer Term. Staff CPD on September INSET. Career Link governor in place with support from all SLT members with training at all levels. Careers leader appointed on SLT. Year 9 GCSE options pathways booklets: Sixth Form, College, Apprenticeships SWA AI Careers Library Information: Advice and guidance on how to use.				

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
2 Learning from career and labour market information	Employment skills registration session: Local LMI – jobs and skills. Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter. Local LMI update assembly in registration from the careers Lead – recorded – Summer term. National Apprenticeship Week Sessions: 5 sessions: benefits of apprenticeships for long term success, Public services apprenticeships, Media and green related apprenticeships, Skills based apprenticeships, linking school subjects to apprenticeships. National Careers Week Sessions in registration periods: 3 sessions from the following: Can you guess the job?, What is networking and how can it help me?, How can I set short term and long term goals, What can I do next? Website signposting and links. Recorded online alumni and employer seminars – five in year 9. Year 9 work shadowing – 3 days. Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present	Local LMI update assembly in registration from the careers Lead – recorded – Summer term. Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter. National Apprenticeship Week Sessions: 4 sessions: Student booklet to be completed as a tutor group. Focus areas: Truths and lies of apprenticeships, employer word search, hear from apprentices, apprentice logos, apprenticeship job roles, apprenticeship crossword. National careers week registration sessions: National Careers Week Sessions: Your future starts here, what if everything you believed were true, hope, dealing with stress associated with future careers. Website signposting and links. Live online alumni and employer seminars with Q&A – 5 in year 10. Mock interview day – Summer term. Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with. September new academic year: One-hour lesson in a dedicated tutor period dedicated to investigating the Local Labour Marker Information of Bedford Borough, Central Beds and Hertfordshire. Access to Unifrog platform.	Local LMI update assembly in registration from the careers Lead – recorded – Summer term. Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter. National Apprenticeship Week: Exploring apprenticeships via Bedford and Norths Herts College, taking apprenticeships in England and Searching for apprenticeships. National Careers Week Sessions: Virtual Careers Fair online during registrations. Website signposting and links. Live online alumni and employer seminars with Q&A – 5 in year 11. Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with. New Scientist Live Event – Excel Centre – Autumn Term. Physics at Work – Cambridge Uni – Autumn term. September new academic year: One-hour lesson in a dedicated tutor period dedicated to investigating the Local Labour Marker Information of Bedford Borough, Central Beds and Hertfordshire. Access to Unifrog platform.	Local LMI update assembly in registration from the careers Lead – recorded – Summer term. Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter. National Apprenticeship Week: Research time allocated to registration periods. National Careers Week Sessions: Virtual Careers Fair online during registrations. Website signposting and links. Live online alumni and employer seminars with Q&A – 5 in year 12. Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with. Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur September new academic year: One-hour lesson in a dedicated tutor period dedicated to investigating the Local Labour Marker Information of Bedford Borough, Central Beds and Hertfordshire. Access to Unifrog platform.	Local LMI update assembly in registration from the careers Lead – recorded – Summer term. Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter. National Apprenticeship Week: Research time allocated to registration periods. National Careers Week Sessions: Virtual Careers Fair online during registrations. Website signposting and links. Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with. Global citizenship lessons: what next after 6th form, green and environmental careers, careers in the NHS, financing and employment, what is debt, role of trade unions, insurance types. September new academic year: One-hour lesson in a dedicated tutor period dedicated to investigating the Local Labour Marker Information of Bedford Borough, Central Beds and Hertfordshire. Access to Unifrog platform.

	for students, parents and careers to interact with. AHOY meets with all year 9 PP/Disadvantaged students for one to one options advice and guidance. September new academic year: One-hour lesson in a dedicated tutor period dedicated to investigating the Local Labour Marker Information of Bedford Borough, Central Beds and Hertfordshire. Access to Unifrog platform. Year 9 GCSE options pathways booklets: Sixth Form, College, Apprenticeships SWA AI Careers Library Information: Advice and guidance on how to use.	SWA AI Careers Library Information: Advice and guidance on how to use.	SWA AI Careers Library Information: Advice and guidance on how to use.	SWA AI Careers Library Information: Advice and guidance on how to use.	SWA AI Careers Library Information: Advice and guidance on how to use.

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
3 Addressing the needs of each pupil  	Life skills – delivered through Engaging Minds and tutor group opportunities. Lessons include: employability, job interviews, tax and national insurance, CV's. Employment skills registration sessions: gender pay gap, recognising employment skills, Local LMI: Jobs and sectors, wages and salaries. GCSE bitesize registration sessions: turning my passion into a career, how do I find a job I enjoy, where can my subjects take me, is an apprenticeship right for me, what are the jobs of the future. Alumni networking fair – September 9.00am – 3.00pm. ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application. National Careers Week Sessions in registration periods: 3 sessions from the following: Can you guess the job?, What is networking and how can it help me?, How can I set short term and long term goals, What can I do next?, How do I find a job I enjoy? Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. EHCP annual reviews include preparing for adulthood and	GCSE bitesize registration sessions: Apprenticeships, green and environmental careers, sports leisure and physical activity careers, creative industry careers, financial and business services careers. Skills for pathways and careers sessions in registration: careers networking, problem solving skills, careers diversity and stereotypes, AI and careers, why is my online reputation important to my future career and pathway. National careers week registration sessions: National Careers Week Sessions: Your future starts here, what if everything you believed were true, hope, dealing with stress associated with future careers Live online alumni and employer seminars with Q&A – 5 in year 10. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Long term destination data is used to inform seminars and future options session in registration. Future aspirations survey to gather information on desired/possible destinations to inform support and guidance. EHCP annual reviews include preparing for adulthood and future options, pathways and careers. Raising aspirations lunchtime seminars for any interested students – Half Termly foci on: post 16 apprenticeships, Oxbridge, Medicine/Dentistry, Veterinary	Skills sessions in registration to assist options, pathways and careers: Communication skills for the workplace, problem solving skills for the workplace, self-belief for the workplace, self-management skills for the workplace, teamwork skills for the workplace, setting up a LinkedIn profile. Career pilot sessions in registration: post 16 options, apprenticeships as a future pathway, what are T Levels, looking beyond 18 – what is higher education. National Careers Week Sessions: Virtual Careers Fair online during registrations. Live online alumni and employer seminars with Q&A – 5 in year 11. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Long term destination data is used to inform seminars and future options session in registration. Alumni networking fair – September 9.00am – 3.00pm. Future aspirations survey to gather information on desired/possible destinations to inform support and guidance. EHCP annual reviews include preparing for adulthood and future options, pathways and careers. New Scientist Live Event – Excel Centre – Autumn Term.	Monday week A registration sessions - Future option, pathways and careers session in registration periods: Self exploration – learning styles, motivation to work, exploring job sectors, how to research career options, letters to your future self, university pathway, apprenticeship pathway, employment pathway, how to choose between pathways, university rankings, apprenticeship recruitment, why take part in university summer programmes, self-employment, how to choose a university. PSHE and RSE registrations – Tuesday week A: what is career development, dealing with anxiety, resilience, cv writing, role of trade unions, stress and performance, personal branding, what is an entrepreneur. TED Talk discussion morning in registration (Monday week B): success is a continuous journey, tolls to help with critical thinking, discovering your learning style, National Careers Week Sessions: Virtual Careers Fair online during registrations. Live online alumni and employer seminars with Q&A – 5 in year 12. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Long term destination data is used to inform seminars and	Monday week B registration sessions - Future option, pathways and careers session in registration periods: using your professional network, creating your CV, applying for part time work, creating a LinkedIn profile, work life balance at university, work life balance as an apprentice, what happens when you push send, student finance for university, university accommodation, apprenticeships key websites, using buzzwords in applications, what to expect at interviews, apprenticeships – elevator pitches, apprenticeships – communication with employers. National Careers Week Sessions: Virtual Careers Fair online during registrations. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Long term destination data is used to inform seminars and future options session in registration. Alumni networking fair – September 9.00am – 3.00pm. Future aspirations survey to gather information on desired/possible destinations to inform support and guidance.

	future options, pathways and careers. AHOY meets with all year 9 PP/Disadvantaged students for one to one options advice and guidance. Access to Unifrog platform. Year 9 GCSE options pathways booklets: Sixth Form, College, Apprenticeships SWA AI Careers Library Information: Advice and guidance on how to use.	Medicine, University Alliance, Russell Group Universities. Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	Physics at Work – Cambridge Uni – Autumn term. Raising aspirations lunchtime seminars for any interested students – Half Termly foci on: post 16 apprenticeships, Oxbridge, Medicine/Dentistry, Veterinary Medicine, University Alliance, Russell Group Universities. Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	future options session in registration. Alumni networking fair – September 9.00am – 3.00pm. Future aspirations survey to gather information on desired/possible destinations to inform support and guidance. EHCP annual reviews include preparing for adulthood and future options, pathways and careers. Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	Students who have not achieved a grade 4 in English and/or Maths at GCSE are entered into retake classes to ensure they work towards securing at least a grade 4 by the age of 18. EHCP annual reviews include preparing for adulthood and future options, pathways and careers. Global citizenship lessons: what next after 6th form, green and environmental careers, careers in the NHS, financing and employment, what is debt, role of trade unions, insurance types. Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
4 Linking curriculum learning to careers	Every subject/department has a careers, future options and pathways display board in the corridor. My Learning My Future Fortnight – Spring – all year 9 subjects – 1 lesson focussing on pathways, options and careers in the subject. GCSE options booklet and webpage – linking each GCSE course to future options, pathways and careers. GCSE options homework – Right choice for the future with Queen Mary University of London. Homework – UCAS module: advising students on GCSE options. Homework project – My Future Pathways and Careers Project. National Apprenticeship Week Sessions: 5 sessions: benefits of apprenticeships for long term success, Public services apprenticeships, Media and green related apprenticeships, Skills based apprenticeships, linking school subjects to apprenticeships. September INSET day – staff training. AM registration sessions that focus on employability, careers and enterprise foci: Employment skills registration sessions: gender pay gap, recognising employment skills,	Every subject/department has a careers, future options and pathways display board in the corridor. Careers in the curriculum subject mapping – every GCSE course has a mapped and sequenced careers delivery plan linking careers, pathways and future options to subject content. See here for the SWA journal of careers in the curriculum: National Apprenticeship Week Sessions: 4 sessions: Student booklet to be completed as a tutor group. Focus areas: Truths and lies of apprenticeships, employer word search, hear from apprentices, apprentice logos, apprenticeship job roles, apprenticeship crossword. Post 16 options module homework – Right choice for the future with Queen Mary University of London. Mock sixth form application week in registration period. – using sixth form subject prospectus and entry requirements – all courses identify future pathways and careers. September INSET day – staff training. Homework project – My Future Pathways and Careers Project. GCSE bitesize registration sessions: Apprenticeships, green and environmental careers, sports leisure and physical activity careers, creative industry careers, financial and business services careers. Skills for pathways and careers sessions in registration: careers networking, problem solving skills, careers diversity and stereotypes, AI	Every subject/department has a careers, future options and pathways display board in the corridor. Careers in the curriculum subject mapping – every GCSE course has a mapped and sequenced careers delivery plan linking careers, pathways and future options to subject content. See here for the SWA journal of careers in the curriculum: September INSET day – staff training. Sixth Form options booklet, subject prospectus and webpage – linking each sixth form course on offer to future options, pathways and careers. Homework project – My Future Pathways and Careers Project. Skills sessions in registration to assist options, pathways and careers: Communication skills for the workplace, problem solving skills for the workplace, self-belief for the workplace, self-management skills for the workplace, teamwork skills for the workplace, setting up a LinkedIn profile. New Scientist Live Event – Excel Centre – Autumn Term. Physics at Work – Cambridge Uni – Autumn term. Careers Skills in the curriculum – embedded within subject learning outcomes using the skills builder framework	Every subject/department has a careers, future options and pathways display board in the corridor. September INSET day – staff training. Embedded subject specific careers future options and pathways with subject curriculum sequencing. Students who have not achieved a grade 4 in English and/or Maths at GCSE are entered into retake classes to ensure they work towards securing at least a grade 4 by the age of 18. Monday week A registration sessions - Future option, pathways and careers session in registration periods: Self exploration – learning styles, motivation to work, exploring job sectors, how to research career options, letters to your future self, university pathway, apprenticeship pathway, employment pathway, how to choose between pathways, university rankings, apprenticeship recruitment, why take part in university summer programmes, self-employment, how to choose a university. PSHE and RSE registrations – Tuesday week A: what is career development, dealing with anxiety, resilience, cv writing, role of trade unions, stress and performance, personal branding, what is an entrepreneur. TED Talk discussion morning in registration (Monday week B):	Every subject/department has a careers, future options and pathways display board in the corridor. September INSET day – staff training. Embedded subject specific careers future options and pathways with subject curriculum sequencing. Students who have not achieved a grade 4 in English and/or Maths at GCSE are entered into retake classes to ensure they work towards securing at least a grade 4 by the age of 18. Monday week B registration sessions - Future option, pathways and careers session in registration periods: using your professional network, creating your CV, applying for part time work, creating a LinkedIn profile, work life balance at university, work life balance as an apprentice, what happens when you push send, student finance for university, university accommodation, apprenticeships key websites, using buzzwords in applications, what to expect at interviews, apprenticeships – elevator pitches, apprenticeships – communication with employers. Global citizenship lessons: what next after 6th form, green and environmental careers,

	Local LMI: Jobs and sectors, wages and salaries. GCSE bitesize registration sessions: turning my passion into a career, how do I find a job I enjoy, where can my subjects take me, is an apprenticeship right for me, what are the jobs of the future Life skills – delivered through Engaging Minds and tutor group opportunities. Lessons include: employability, job interviews, tax and national insurance, CV's. Access to Unifrog platform. Year 9 GCSE options pathways booklets: Sixth Form, College, Apprenticeships SWA AI Careers Library Information: Advice and guidance on how to use.	and careers, why is my online reputation important to my future career and pathway. Careers Skills in the subject curriculum – embedded within subject learning outcomes using the skills builder framework https://www.skillsbuilder.uk/universal-framework Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	https://www.skillsbuilder.uk/universal-framework Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	success is a continuous journey, tolls to help with critical thinking, discovering your learning style. Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur KS5 Careers in the subject curriculum embedded within subjects as career spotlight homework's. Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.	careers in the NHS, financing and employment, what is debt, role of trade unions, insurance types. KS5 Careers in the subject curriculum embedded within subjects as career spotlight homework's. Access to Unifrog platform. SWA AI Careers Library Information: Advice and guidance on how to use.

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
 **5 Encounters with employers and employees** 	Careers Fair (November): 3.00pm – 7.00pm. Online seminars (4) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Work shadowing – three days – Summer term. Alumni networking fair – September 9.00am – 3.00pm. All of the above ensure there is a wide range of employers and employers from the following sectors: Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business The 10X challenge offered to students: https://www.10xchallenge.org.uk/en/curriculum-relevance Access to Unifrog platform for virtual work experience opportunities.	Careers Fair (November): Yr 10s have a 30-minute slot to speak with business, universities and apprenticeship providers before 3pm. Return with parents after 3pm. Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Mock interview day with local business, employer – Summer term – prep, undertaking mock interview, feedback and reflection. All of the above ensure there is a wide range of employers and employers from the following sectors: Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business The 10X challenge offered to students: https://www.10xchallenge.org.uk/en/curriculum-relevance Year 10 work experience days: 5 days in the summer term. Access to Unifrog platform for virtual work experience opportunities.	Careers Fair (November): 3.00pm – 7.00pm. Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Alumni networking fair – September 9.00am – 3.00pm. Once every 3 years. Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces All of the above ensure there is a wide range of employers and employers from the following sectors: Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business New Scientist Live Event – Excel Centre – Autumn Term. Physics at Work – Cambridge Uni – Autumn term. The 10X challenge offered to students: https://www.10xchallenge.org.uk/en/curriculum-relevance Access to Unifrog platform for virtual work experience opportunities.	Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Alumni networking fair – September 9.00am – 3.00pm. Once every 3 years. In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days. Network rail assessment centre days – visit in person to Network rail and an in-school assessment centre day experience run by Network rail staff and graduates. UCAS discovery exhibition in London – includes apprenticeship providers through employers in the London area. Careers Fair (November): 3.00pm – 7.00pm – local businesses and employers attend. All of the above ensure there is a wide range of employers and employers from the following sectors: Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business The 10X challenge offered to students:	Alumni networking fair – September 9.00am – 3.00pm. Network rail assessment centre days – visit in person to Network rail and an in school assessment centre day experience run by Network rail staff and graduates. Careers Fair (November): 3.00pm – 7.00pm – local businesses and employers attend. All of the above ensure there is a wide range of employers and employers from the following sectors: Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business The 10X challenge offered to students: https://www.10xchallenge.org.uk/en/curriculum-relevance Access to Unifrog platform for virtual work experience opportunities.

				https://www.10xchallenge.org.uk/en/curriculum-relevance Year 12 work experience days: 5 days in the summer term. Access to Unifrog platform for virtual work experience opportunities.	

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
 **6 Experience of the workplace** 	Year 9 Work shadowing – three days – Summer term. Careers Fair (November): 3.00pm – 7.00pm. Online recorded seminars (4) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Alumni networking fair – September 9.00am – 3.00pm. ** Please see end of document for what feeder schools include in years 7 and 8 to meet this benchmark. Access to Unifrog platform for virtual work experience opportunities.	Careers Fair (November): Yr 10s have a 30-minute slot to speak with business, universities and apprenticeship providers before 3pm. Return with parents after 3pm. Mock interview day with local business, employer – Summer term – prep, undertaking mock interview, feedback and reflection. Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Three-day work experience planning by the careers team for implementation the year after. Alumni networking fair – September 9.00am – 3.00pm. Year 10 work experience days: 5 days in the summer term. Access to Unifrog platform for virtual work experience opportunities.	Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Alumni networking fair – September 9.00am – 3.00pm. Students with part-time jobs are tracked. Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations. New Scientist Live Event – Excel Centre – Autumn Term. Physics at Work – Cambridge Uni – Autumn term. Access to Unifrog platform for virtual work experience opportunities.	Year 12 work experience week – 5 days. Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces. In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days. Network rail assessment centre days – visit in person to Network rail and an in-school assessment centre day experience run by Network rail staff and graduates. UCAS discover exhibition in London – includes apprenticeship providers through employers in the London area. Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations. Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur. Year 12 work experience days: 5 days in the summer term. Access to Unifrog platform for virtual work experience opportunities.	Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces. Network rail assessment centre days – visit in person to Network rail and an in-school assessment centre day experience run by Network rail staff and graduates. Careers Fair (November): 3.00pm – 7.00pm – local employers attend. Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations. Global citizenship lessons: what next after 6th form, green and environmental careers, careers in the NHS, financing and employment, what is debt, role of trade unions, insurance types. Access to Unifrog platform for virtual work experience opportunities.

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
7 Encounters with further and higher education 	Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options. Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer). KS4 options event – year 10 options assembly and options fair. GCSE options homework – Right choice for the future with Queen Mary University of London. Homework – UCAS module: advising students on GCSE options. ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application. National Apprenticeship Week Sessions: 5 sessions: benefits of apprenticeships for long term success, Public services apprenticeships, Media and green related apprenticeships, Skills based apprenticeships, linking school subjects to apprenticeships. Careers Fair (November): 3.00pm – 7.00pm – includes universities and colleges. Alumni networking fair – Autumn term – included students at university and college.	Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options. Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer). Mock sixth form application week in registration period. Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Careers Fair (November): Yr. 10s have a 30-minute slot to speak with business, universities and apprenticeship providers before 3pm. Return with parents after 3pm. Alumni networking fair – Autumn term – included students at university and college. University of Hertfordshire visit day for interested students – experience of higher education. Wadham College, Oxford University – visit for PP students. Access to Unifrog platform	Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options. Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer). Post 16 options module homework – Right choice for the future with Queen Mary University of London. Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons. Careers Fair (November): 3.00pm – 7.00pm – part of the 6th form open evening and options fair – includes universities and colleges. Alumni networking fair – Autumn term – included students at university and college. Physics at Work – Cambridge Uni – Autumn term. Access to Unifrog platform	Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer). Online live seminars in registrations (4) from aspirational universities. ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application. Year 12 Next Step evening – students, parents and carers – support, guidance and signposting for higher education options and the application process. This includes all options other than university as well. Year 12 Next Step Day in Summer term. Full days with the following sessions: options other than university, university applications, personal statement writing, alumni talk for apprenticeship and university application, signing up to UCAS. In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days. Network rail assessment centre days – visit in person to Network rail and an in-school assessment centre day experience run by Network rail staff and graduates. UCAS discover exhibition in London – includes apprenticeship providers through employers in the London area.	Online live seminars in registrations (4) from aspirational universities. Network rail assessment centre days – visit in person to Network rail and an in-school assessment centre day experience run by Network rail staff and graduates. London Festival of Apprenticeships trip – Autumn term – wide range of apprenticeship providers with demonstrations and Q&A opportunities. Oxbridge, medicine, vet and dentistry tutorial group once a fortnight – guest speakers from each with Q&A. Medicine seminar day (alumni) for students exploring this route – how to apply, UCAT, personal statements, assessment day experience. Careers Fair (November): 3.00pm – 7.00pm – local university attend. Alumni networking fair – Autumn term – included students at university and college. Global citizenship lessons: what next after 6th form, green and environmental careers, careers in the NHS, financing and employment, what is debt, role of trade unions, insurance types. Access to Unifrog platform

	Access to Unifrog platform. Year 9 GCSE options pathways booklets: Sixth Form, College, Apprenticeships			University of Hertfordshire Year 12 Taster day trip – lectures, campus tours, accommodation, student finance. London Festival of Apprenticeships trip – Autumn term – wide range of apprenticeship providers with demonstrations and Q&A opportunities. Oxbridge, medicine, vet and dentistry tutorial group once a fortnight – guest speakers from each with Q&A. Medicine seminar day (alumni) for students exploring this route – how to apply, UCAT, personal statements, assessment day experience. Careers Fair (November): 3.00pm – 7.00pm – local university attend. Alumni networking fair – Autumn term – included students at university and college. Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur Access to Unifrog platform	

					
Gatsby Benchmark	**Year 9**	**Year 10**	**Year 11**	**Sixth Form - Year 12**	**Sixth Form - Year 13**
8 Personal guidance	Opportunity to book one to one appointment with 4YP careers advisor. GCSE options afternoon/evening (Spring term) – support, advice and guidance from subject staff. SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline. Fortnightly newsletter advising, guiding and signposting. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. EHCP annual reviews include preparing for adulthood and future options, pathways and careers. AHOY meets with all year 9 PP/Disadvantaged students for one to one options advice and guidance.	Opportunity to book one to one appointment with 4YP careers advisor - By age of 16, all students have the opportunity and are encouraged to book a careers guidance meeting with an the 4yp independent careers advisor. SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline. Fortnightly newsletter advising, guiding and signposting. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. EHCP annual reviews include preparing for adulthood and future options, pathways and careers.	Opportunity to book one to one appointment with 4YP careers advisor - By age of 16, all students have the opportunity and are encouraged to book a careers guidance meeting with an the 4yp independent careers advisor. SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline. Fortnightly newsletter advising, guiding and signposting. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. EHCP annual reviews include preparing for adulthood and future options, pathways and careers.	Opportunity to book one to one appointment with 4YP careers advisor - By age of 16, all students have the opportunity and are encouraged to book a careers guidance meeting with an the 4yp independent careers advisor. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Fortnightly newsletter advising, guiding and signposting. EHCP annual reviews include preparing for adulthood and future options, pathways and careers.	Opportunity to book one to one appointment with 4YP careers advisor - By age of 16, all students have the opportunity and are encouraged to book a careers guidance meeting with an the 4yp independent careers advisor. Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor. Fortnightly newsletter advising, guiding and signposting. Target groups to ensure all have a careers guidance meeting before end of year 13 – Spring term – any student who has not applied to university or an apprenticeship. EHCP annual reviews include preparing for adulthood and future options, pathways and careers.

** **Benchmark 6**

Robert Bloomfield Academy:

Yr 7: Virtual STEM day – BPMA BEST, Careers in the Arts day – 2 interactions at least, Speaker in assembly (journey into higher education), Redbull apprenticeship seminar, Bedford College assemble – vocational and BTECs

Yr 8: Electives programme – 10 different professionals in school – prepping for year 9 and interacting with professionals.