







Samuel Whitbread Academy Careers Mission Statement and Development Plan



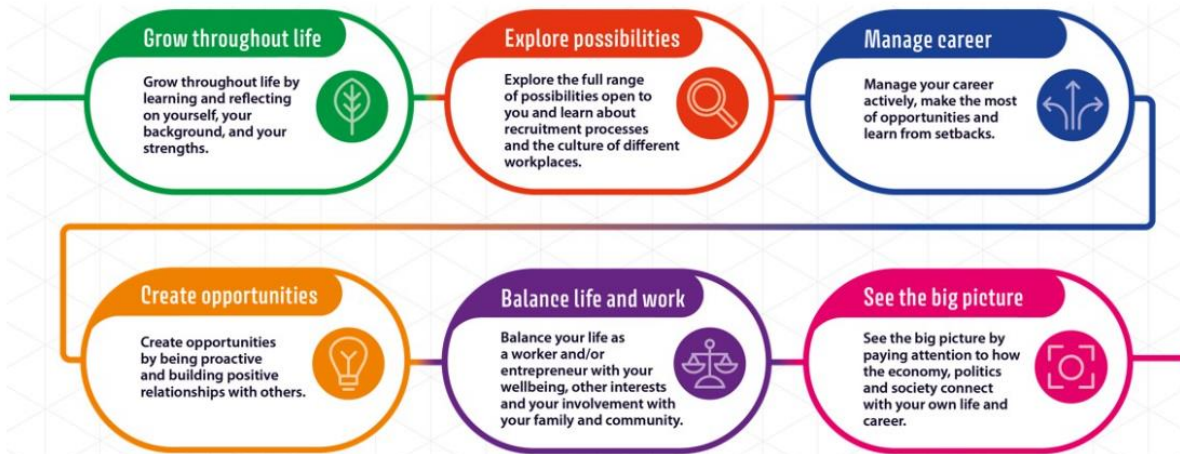
Samuel Whitbread Academy aims to build a learning community where every student has the opportunity to achieve and excel now and, in the future, through ensuring all young people have equity of information, opportunity, and experience to make informed and fulfilling future options, pathways and carer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

Direction Determines Destination

			
<p>Year 9 mission statement and intent</p>	<p>Year 10 mission statement and intent</p>	<p>Year 11 mission statement and intent</p>	<p>Sixth Form mission statement and intent</p>
<p><i>Introduce and Inspire.</i></p> <p>Individual year 9 students will 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 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.</p>	<p><i>Investigate and Explore.</i></p> <p>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.</p>	<p><i>Applying and Demonstrating.</i></p> <p>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.</p>	<p><u>Year 12</u></p> <p><i>Introduce and inspire</i> 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.</p> <p>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.</p> <p><u>Year 13</u></p> <p>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.</p>

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
 <p>1 A stable careers programme</p>	<p>Website fully updated and communicated to all parents, students and staff at the start of the academic year.</p> <p>Engaging parents and carers: Website signposting to future options, pathways and careers sites and resources. Also, a fortnightly newsletter.</p> <p>Mission statement and careers curriculum mapping on the website and integrated into the school mission statement and 5 priorities.</p> <p>Live assembly online in registration (start of academic year) – signposting and outlining the support, guidance and website for future options, pathways and careers.</p> <p>Termly evaluation using Compass+ to track and monitor SWA's progress against the Gatsby Benchmarks.</p> <p>Parent, student and staff feedback surveys in the Spring term.</p> <p>Compass+ student Future Skills Questionnaire – Summer Term.</p> <p>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.</p>				








					
Gatsby Benchmark	Year 9	Year 10	Year 11	Sixth Form - Year 12	Sixth Form - Year 13
 <p style="text-align: center;">2 Learning from career and labour market information</p> 	<p>Employment skills registration session: Local LMI – jobs and skills.</p> <p>Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter.</p> <p>Local LMI update assembly in registration from the careers Lead – recorded – Summer term.</p> <p>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.</p> <p>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?</p> <p>Website signposting and links.</p> <p>Recorded online alumni and employer seminars – five in year 9.</p> <p>Year 9 work shadowing – 2 days.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with.</p> <p>AHOY meets with all year 9 PP/Disadvantaged students for one to one options advice and guidance.</p>	<p>Local LMI update assembly in registration from the careers Lead – recorded – Summer term.</p> <p>Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter.</p> <p>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.</p> <p>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.</p> <p>Website signposting and links.</p> <p>Live online alumni and employer seminars with Q&A – 5 in year 10.</p> <p>Mock interview day – Summer term.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with.</p>	<p>Local LMI update assembly in registration from the careers Lead – recorded – Summer term.</p> <p>Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter.</p> <p>National Apprenticeship Week: Exploring apprenticeships via Bedford and Norths Herts College, taking apprenticeships in England and Searching for apprenticeships.</p> <p>National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p>Website signposting and links.</p> <p>Live online alumni and employer seminars with Q&A – 5 in year 11.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with.</p>	<p>Local LMI update assembly in registration from the careers Lead – recorded – Summer term.</p> <p>Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter.</p> <p>National Apprenticeship Week: Research time allocated to registration periods.</p> <p>National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p>Website signposting and links.</p> <p>Live online alumni and employer seminars with Q&A – 5 in year 12.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with.</p> <p>Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur</p>	<p>Local LMI update assembly in registration from the careers Lead – recorded – Summer term.</p> <p>Fortnightly newsletter to parents and students – engaging students and parents. LMI section in the newsletter.</p> <p>National Apprenticeship Week: Research time allocated to registration periods.</p> <p>National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p>Website signposting and links.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers, businesses, colleges, university are present for students, parents and careers to interact with.</p> <p>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.</p>








					
Gatsby Benchmark	Year 9	Year 10	Year 11	Sixth Form - Year 12	Sixth Form - Year 13
<div data-bbox="136 459 347 670" data-label="Image"> </div> <p data-bbox="107 718 374 986" style="text-align: center;"> 3 Addressing the needs of each pupil </p> <div data-bbox="136 1018 347 1228" data-label="Image"> </div>	<p data-bbox="421 296 721 416">Life skills – delivered through Engaging Minds and tutor group opportunities. Lessons include: employability, job interviews, tax and national insurance, CV's.</p> <p data-bbox="421 443 721 563">Employment skills registration sessions: gender pay gap, recognising employment skills, Local LMI: Jobs and sectors, wages and salaries.</p> <p data-bbox="421 590 721 738">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.</p> <p data-bbox="421 766 721 810">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="421 837 721 933">ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application.</p> <p data-bbox="421 960 721 1157">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?</p> <p data-bbox="421 1184 721 1279">Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p data-bbox="421 1307 721 1377">EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p> <p data-bbox="421 1404 721 1449">AHQY meets with all year 9 PP/Disadvantaged students for</p>	<p data-bbox="768 296 1068 464">GCSE bitesize registration sessions: Apprenticeships, green and environmental careers, sports leisure and physical activity careers, creative industry careers, financial and business services careers.</p> <p data-bbox="768 491 1068 659">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.</p> <p data-bbox="768 686 1068 853">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</p> <p data-bbox="768 880 1068 951">Live online alumni and employer seminars with Q&A – 5 in year 10.</p> <p data-bbox="768 978 1068 1074">Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p data-bbox="768 1101 1068 1197">Long term destination data is used to inform seminars and future options session in registration.</p> <p data-bbox="768 1224 1068 1327">Future aspirations survey to gather information on desired/possible destinations to inform support and guidance.</p> <p data-bbox="768 1355 1068 1450">EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>	<p data-bbox="1111 296 1411 536">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.</p> <p data-bbox="1111 563 1411 711">Career pilot sessions in registration: post 16 options, apprenticeships as a future pathway, what are T Levels, looking beyond 18 – what is higher education.</p> <p data-bbox="1111 738 1411 809">National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p data-bbox="1111 836 1411 880">Live online alumni and employer seminars with Q&A – 5 in year 11.</p> <p data-bbox="1111 908 1411 1011">Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p data-bbox="1111 1038 1411 1109">Long term destination data is used to inform seminars and future options session in registration.</p> <p data-bbox="1111 1136 1411 1181">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="1111 1208 1411 1303">Future aspirations survey to gather information on desired/possible destinations to inform support and guidance.</p> <p data-bbox="1111 1331 1411 1401">EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>	<p data-bbox="1469 296 1769 711">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.</p> <p data-bbox="1469 738 1769 906">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.</p> <p data-bbox="1469 933 1769 1053">TED Talk discussion morning in registration (Monday week B): success is a continuous journey, tools to help with critical thinking, discovering your learning style,</p> <p data-bbox="1469 1080 1769 1150">National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p data-bbox="1469 1177 1769 1248">Live online alumni and employer seminars with Q&A – 5 in year 12.</p> <p data-bbox="1469 1275 1769 1378">Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p data-bbox="1469 1406 1769 1450">Long term destination data is used to inform seminars and</p>	<p data-bbox="1814 296 2114 735">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.</p> <p data-bbox="1814 762 2114 833">National Careers Week Sessions: Virtual Careers Fair online during registrations.</p> <p data-bbox="1814 860 2114 956">Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p data-bbox="1814 983 2114 1078">Long term destination data is used to inform seminars and future options session in registration.</p> <p data-bbox="1814 1106 2114 1150">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="1814 1177 2114 1281">Future aspirations survey to gather information on desired/possible destinations to inform support and guidance.</p> <p data-bbox="1814 1308 2114 1450">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.</p>








	<p>one to one options advice and guidance.</p>			<p>future options session in registration.</p> <p>Alumni networking fair – September 9.00am – 3.00pm.</p> <p>Future aspirations survey to gather information on desired/possible destinations to inform support and guidance.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p> <p>Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur</p>	<p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p> <p>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.</p>
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<p data-bbox="129 424 360 663"></p> <p data-bbox="114 695 376 959">4 Linking curriculum learning to careers</p> <p data-bbox="129 975 360 1214"></p>	<p data-bbox="421 296 716 392">Every subject/department has a careers, future options and pathways display board in the corridor.</p> <p data-bbox="405 416 732 512">My Learning My Future Fortnight – Spring – all year 9 subjects – 1 lesson focussing on pathways, options and careers in the subject.</p> <p data-bbox="405 544 732 639">GCSE options booklet and webpage – linking each GCSE course to future options, pathways and careers.</p> <p data-bbox="412 663 725 735">GCSE options homework – Right choice for the future with Queen Mary University of London.</p> <p data-bbox="434 759 703 831">Homework – UCAS module: advising students on GCSE options.</p> <p data-bbox="421 855 716 911">Homework project – My Future Pathways and Careers Project.</p> <p data-bbox="405 935 732 1126">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.</p> <p data-bbox="434 1150 703 1206">September INSET day – staff training.</p> <p data-bbox="405 1230 732 1302">AM registration sessions that focus on employability, careers and enterprise foci:</p> <p data-bbox="421 1326 716 1453">Employment skills registration sessions: gender pay gap, recognising employment skills, Local LMI: Jobs and sectors, wages and salaries.</p>	<p data-bbox="779 296 1075 392">Every subject/department has a careers, future options and pathways display board in the corridor.</p> <p data-bbox="763 416 1090 608">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:</p> <p data-bbox="763 663 1090 887">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.</p> <p data-bbox="763 911 1090 1007">Post 16 options module homework – Right choice for the future with Queen Mary University of London.</p> <p data-bbox="763 1031 1090 1174">Mock sixth form application week in registration period. – using sixth form subject prospectus and entry requirements – all courses identify future pathways and careers.</p> <p data-bbox="779 1198 1075 1254">September INSET day – staff training.</p> <p data-bbox="779 1278 1075 1334">Homework project – My Future Pathways and Careers Project.</p> <p data-bbox="763 1358 1090 1477">GCSE bitesize registration sessions: Apprenticeships, green and environmental careers, sports leisure and physical activity careers, creative industry</p>	<p data-bbox="1120 296 1415 392">Every subject/department has a careers, future options and pathways display board in the corridor.</p> <p data-bbox="1104 416 1431 608">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:</p> <p data-bbox="1133 639 1402 695">September INSET day – staff training.</p> <p data-bbox="1104 711 1431 839">Sixth Form options booklet, subject prospectus and webpage – linking each sixth form course on offer to future options, pathways and careers.</p> <p data-bbox="1120 863 1415 919">Homework project – My Future Pathways and Careers Project.</p> <p data-bbox="1104 935 1431 1190">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.</p>	<p data-bbox="1478 296 1774 392">Every subject/department has a careers, future options and pathways display board in the corridor.</p> <p data-bbox="1478 416 1747 472">September INSET day – staff training.</p> <p data-bbox="1462 496 1789 592">Embedded subject specific careers future options and pathways with subject curriculum sequencing.</p> <p data-bbox="1462 616 1789 767">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.</p> <p data-bbox="1462 791 1789 1206">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.</p> <p data-bbox="1462 1230 1789 1406">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.</p> <p data-bbox="1462 1430 1789 1477">TED Talk discussion morning in registration (Monday week B):</p>	<p data-bbox="1823 296 2119 392">Every subject/department has a careers, future options and pathways display board in the corridor.</p> <p data-bbox="1823 416 2119 472">September INSET day – staff training.</p> <p data-bbox="1807 496 2134 592">Embedded subject specific careers future options and pathways with subject curriculum sequencing.</p> <p data-bbox="1807 616 2134 767">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.</p> <p data-bbox="1807 807 2134 1254">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.</p> <p data-bbox="1807 1278 2134 1430">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.</p>








	<p>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</p> <p>Life skills – delivered through Engaging Minds and tutor group opportunities. Lessons include: employability, job interviews, tax and national insurance, CV's.</p>	<p>careers, financial and business services careers.</p> <p>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.</p>		<p>success is a continuous journey, tools to help with critical thinking, discovering your learning style.</p> <p>Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur</p>	
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<p data-bbox="129 335 362 577"></p> <p data-bbox="107 619 376 944">5 Encounters with employers and employees</p> <p data-bbox="129 986 362 1228"></p>	<p data-bbox="405 293 728 341">Careers Fair (November): 3.00pm – 7.00pm.</p> <p data-bbox="405 367 728 488">Online seminars (4) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p data-bbox="405 513 728 561">Work shadowing – two days – Summer term.</p> <p data-bbox="405 587 728 635">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="405 660 728 734">All of the above ensure there is a wide range of employers and employers from the following sectors:</p> <ul data-bbox="495 759 696 954" style="list-style-type: none"> Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business 	<p data-bbox="763 293 1072 440">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.</p> <p data-bbox="763 466 1072 587">Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p data-bbox="763 612 1072 734">Mock interview day with local business, employer – Summer term – prep, undertaking mock interview, feedback and reflection.</p> <p data-bbox="763 759 1072 833">All of the above ensure there is a wide range of employers and employers from the following sectors:</p> <ul data-bbox="846 858 1048 1053" style="list-style-type: none"> Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business 	<p data-bbox="1104 293 1413 341">Careers Fair (November): 3.00pm – 7.00pm.</p> <p data-bbox="1104 367 1413 488">Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p data-bbox="1104 513 1413 587">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="1104 612 1413 711">Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces</p> <p data-bbox="1104 737 1413 810">All of the above ensure there is a wide range of employers and employers from the following sectors:</p> <ul data-bbox="1196 836 1397 1031" style="list-style-type: none"> Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business 	<p data-bbox="1464 293 1774 414">Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p data-bbox="1464 440 1774 513">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="1464 539 1774 660">In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days.</p> <p data-bbox="1464 686 1774 807">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.</p> <p data-bbox="1464 833 1774 932">UCAS discovery exhibition in London – includes apprenticeship providers through employers in the London area.</p> <p data-bbox="1464 957 1774 1056">Careers Fair (November): 3.00pm – 7.00pm – local businesses and employers attend.</p> <p data-bbox="1464 1082 1774 1155">All of the above ensure there is a wide range of employers and employers from the following sectors:</p> <ul data-bbox="1547 1181 1749 1375" style="list-style-type: none"> Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business 	<p data-bbox="1805 293 2114 341">Alumni networking fair – September 9.00am – 3.00pm.</p> <p data-bbox="1805 367 2114 488">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.</p> <p data-bbox="1805 513 2114 587">Careers Fair (November): 3.00pm – 7.00pm – local businesses and employers attend.</p> <p data-bbox="1805 612 2114 686">All of the above ensure there is a wide range of employers and employers from the following sectors:</p> <ul data-bbox="1888 711 2089 906" style="list-style-type: none"> Manufacturing Energy Creative Defence Digital Finance Life sciences Professional and business

					
Gatsby Benchmark	Year 9	Year 10	Year 11	Sixth Form - Year 12	Sixth Form - Year 13
 <p style="text-align: center;">6 Experience of the workplace</p> 	<p>Work shadowing – two days – Summer term.</p> <p>Careers Fair (November): 3.00pm – 7.00pm.</p> <p>Online recorded seminars (4) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p>Alumni networking fair – September 9.00am – 3.00pm.</p>	<p>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.</p> <p>Mock interview day with local business, employer – Summer term – prep, undertaking mock interview, feedback and reflection.</p> <p>Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p>Two-day work experience planning by the careers team for implementation the year after.</p> <p>Alumni networking fair – September 9.00am – 3.00pm.</p>	<p>Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p>Alumni networking fair – September 9.00am – 3.00pm.</p> <p>Students with part-time jobs are tracked.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations.</p>	<p>Year 12 work experience week – 5 days.</p> <p>Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces.</p> <p>In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days.</p> <p>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.</p> <p>UCAS discover exhibition in London – includes apprenticeship providers through employers in the London area.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations.</p> <p>Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur</p>	<p>Part time jobs – survey to gather data on who has a part time job and thus encountering employment and workplaces.</p> <p>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.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers attend.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local employers are present with activities and demonstrations.</p> <p>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.</p>

					
Gatsby Benchmark	Year 9	Year 10	Year 11	Sixth Form - Year 12	Sixth Form - Year 13
 <p style="text-align: center;">7</p> <p style="text-align: center;">Encounters with further and higher education</p> 	<p>Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options.</p> <p>Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer).</p> <p>KS4 options event – year 10 options assembly and options fair.</p> <p>GCSE options homework – Right choice for the future with Queen Mary University of London.</p> <p>Homework – UCAS module: advising students on GCSE options.</p> <p>ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application.</p> <p>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.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – includes universities and colleges.</p> <p>Alumni networking fair – Autumn term – included students at university and college.</p>	<p>Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options.</p> <p>Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer).</p> <p>Mock sixth form application week in registration period.</p> <p>Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p>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.</p> <p>Alumni networking fair – Autumn term – included students at university and college.</p>	<p>Assembly – Autumn term – Future Options: College (local college's come in to school) and Sixth Form as options.</p> <p>Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer).</p> <p>Post 16 options module homework – Right choice for the future with Queen Mary University of London.</p> <p>Online live seminars (5) showcasing four different pathways, careers and options: routes into the industry, what the job is like, pros and cons.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – part of the 6th form open evening and options fair – includes universities and colleges.</p> <p>Alumni networking fair – Autumn term – included students at university and college.</p>	<p>Assembly – Spring term - Future Options: Apprenticeships (apprenticeship providers come in to school) and Jobs (local employer).</p> <p>Online live seminars in registrations (4) from aspirational universities.</p> <p>ASK Apprenticeship recording online assembly in registration – what is an apprenticeship, types, assessment, application.</p> <p>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.</p> <p>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.</p> <p>In person assemblies from FCDO, Network Rail and Specsavers – apprenticeships, types, applications and assessment days.</p> <p>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.</p> <p>UCAS discover exhibition in London – includes apprenticeship providers through employers in the London area.</p>	<p>Online live seminars in registrations (4) from aspirational universities.</p> <p>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.</p> <p>London Festival of Apprenticeships trip – Autumn term – wide range of apprenticeship providers with demonstrations and Q&A opportunities.</p> <p>Oxbridge, medicine, vet and dentistry tutorial group once a fortnight – guest speakers from each with Q&A.</p> <p>Medicine seminar day (alumni) for students exploring this route – how to apply, UCAT, personal statements, assessment day experience.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local university attend.</p> <p>Alumni networking fair – Autumn term – included students at university and college.</p> <p>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.</p>

				<p>University of Hertfordshire Year 12 Taster day trip – lectures, campus tours, accommodation, student finance.</p> <p>London Festival of Apprenticeships trip – Autumn term – wide range of apprenticeship providers with demonstrations and Q&A opportunities.</p> <p>Oxbridge, medicine, vet and dentistry tutorial group once a fortnight – guest speakers from each with Q&A.</p> <p>Medicine seminar day (alumni) for students exploring this route – how to apply, UCAT, personal statements, assessment day experience.</p> <p>Careers Fair (November): 3.00pm – 7.00pm – local university attend.</p> <p>Alumni networking fair – Autumn term – included students at university and college.</p> <p>Global citizenship lessons: considering apprenticeships, employment hours, futuristic careers, personal branding, working abroad, post 18 applications, interview prep, what is an entrepreneur</p>	
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Gatsby Benchmark	Year 9	Year 10	Year 11	Sixth Form - Year 12	Sixth Form - Year 13
 <p style="text-align: center;">8</p> <p style="text-align: center;">Personal guidance</p> 	<p>Opportunity to book one to one appointment with 4YP careers advisor.</p> <p>GCSE options afternoon/evening (Spring term) – support, advice and guidance from subject staff.</p> <p>SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline.</p> <p>Fortnightly newsletter advising, guiding and signposting.</p> <p>Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p> <p>AHOY meets with all year 9 PP/Disadvantaged students for one to one options advice and guidance.</p>	<p>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.</p> <p>SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline.</p> <p>Fortnightly newsletter advising, guiding and signposting.</p> <p>Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>	<p>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.</p> <p>SEND and Disadvantaged students – target groups to ensure all have a careers guidance meeting before GCSE options deadline.</p> <p>Fortnightly newsletter advising, guiding and signposting.</p> <p>Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>	<p>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.</p> <p>Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p>Fortnightly newsletter advising, guiding and signposting.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>	<p>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.</p> <p>Careers guidance meeting notes and follow up actions are sent to the student, parents/carers and the form tutor.</p> <p>Fortnightly newsletter advising, guiding and signposting.</p> <p>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.</p> <p>EHCP annual reviews include preparing for adulthood and future options, pathways and careers.</p>