



## Careers Education, Information, Advice & Guidance - 2025-2026

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***A stable  
careers  
programme***

- To ensure the careers programme is delivered by individuals with the right skills and experience.
- The Careers Adviser is a L6 qualified professional who offers advice and guidance to all Year groups. All Year 11 and 12 students will have a scheduled careers meeting, as well as identified Year 10 students and Non-UCAS Year 13 students. However, students from any year group are welcome to request a careers meeting at any time.
- To enable students to gain an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have an experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs, wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within school and is approved by the board of governors.
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers programme in conjunction with our careers strategy, PAL and the CDI Careers Development Framework to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and parents/carers.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass+ evaluation and Dashboard tools.
- To maintain regular communication with parents/carers on our careers provision to ensure students individual needs are met.

HALF TERM/ BENCHMARK	HT1 Sept-Oct	HT2 Nov-Dec	HT3 Jan-Feb	HT4 Mar-Apr	HT5 May-June	HT6 June-July
<b>2</b> <i>Learning from labour market information</i>	Yr 7 Start careers profile on Unifrog Yr 7-13 Careers Fair Yr 8-11 PAL presentations Yr 11 1:1 Careers meetings Yr 12 Work Shadowing	Yr 7 Next Steps booklet Yr 7 Guess the Professional activity Yr 8-11 PAL presentations Yr 11 1-1 Careers meetings Yr 12 Work Shadowing	Yr 8 GCSE Options assemblies/lessons Yr 8 Unifrog Support with options Yr 8-11 PAL presentations Year 8 Your options, your journey, your future week Yr 12 Work Shadowing Yr 13 Careers meeting (non UCAS)	Yr 7-13 National Careers Week Yr 8-11 PAL presentations Yr 10 Identified Careers meetings Yr 10 Work Experience Yr 12 Work Shadowing	Yr 8-11 PAL presentations Yr 10 Identified Careers meetings Yr 10 Inspirational/motivational speaker Yr 12 Work Shadowing Yr 12 University Presentation	Yr 7/12 Interview Event Yr 8 Meet the Professional (Exploring Industries/with questions) Yr 9 Next Steps Event Incl apprenticeship talk Yr 10 Identified Careers meetings Yr 10 Health & Social Care Work Experience Yr 12 Work Shadowing Yr 12 University Presentation
<b>3</b> <i>Addressing the needs of each pupil</i>	Yr 7 Start careers profile on Unifrog Yr 7-13 Careers Fair Yr 9-11 Mentoring Sessions Yr 8-11 PAL presentations Yr 11 1:1 Careers meetings Year 11 Sixth Form Open Evening Yr 11 Apply to college/Sixth form/Apprenticeship Yr 11 Careers meeting Yr 12 Raising Aspirations activities Yr 12 Study Skills Yr 12 Time Management Yr 12 Public Speaking Yr 12/13 Unifrog Sessions Yr 12/13 Raising Aspirations activities Yr 12/13 Careers Assembly Yr 13 Tutor Support Yr 13 Mock interviews/early applications to University/Assembly/support	Yr 7 Next Steps booklet Yr 8-11 PAL presentations Yr 9-11 Mentoring Session Yr 10 Work Exp support Yr 11 1:1 Careers meetings Yr 11 Apply to college/Sixth Form Yr 12/13 Unifrog Sessions Yr 12/13 Raising Aspirations activities Yr 12/13 Careers Assembly Yr 13 Tutor Support	Yr 8 Unifrog Support with options Yr 8 Options assemblies Yr 8-11 PAL presentations Yr 8 Identified Group Careers meeting (Options) Year 8 Your options, your journey, your future week Yr 9-11 Mentoring Session Yr 8-11 PAL Presentations Yr 10 Mock interviews Yr 11 1:1 Careers meetings Yr 11 Apply to college/Sixth Form/Apprenticeship Yr 12 1:1 Careers meetings Yr 12/13 Unifrog Sessions Yr 12/13 Raising Aspirations activities Yr 13 Tutor Support Yr 13 Careers meetings (non UCAS)	Yr 8-11 PAL presentations Yr 9-11 Mentoring Sessions Yr 9 Group Careers Meeting (What's your strength?) Yr 10 Identified Careers meetings Yr 11 Apply to college/Sixth Form/Apprenticeship Yr 12 1:1 Careers meetings Yr 12/13 Unifrog Sessions Yr 12/13 Raising Aspirations activities Yr 12 1:1 Careers meetings Yr 12/13 Careers Assembly Year 13 Tutor Support Yr 13 Careers meetings (non UCAS)	Yr 8-11 PAL presentations Yr 9 Group Careers Meeting (What's your strength?) Yr 9-10 Mentoring Sessions Yr 10 Identified Careers meetings Yr 10 Mini Options Event Yr 11 College Transition adviser support Yr 12/13 Unifrog Sessions Yr 12 Rights & Responsibilities in the Workplace Yr 12 Professionalism in the Workplace Yr 12 UCAS Enrolment Yr 12/13 Raising Aspirations activities Yr 13 Tutor Support Yr 13 Careers meetings (non UCAS)	Yr 9 Next Steps Event Incl apprenticeship talk Yr 9-10 Mentoring Session Yr 10 Identified Careers meetings Yr 10 Health & Social Care Work Experience Yr 10 Day in the Life of a Sixth former Yr 11 Sixth Form Induction Yr 12 UCAS Fair (part of Induction) Yr 12/13 Unifrog Sessions Yr 12/13 Raising Aspirations activities Yr 12 Futures 1:1 Yr 12 UCAS Fair (part of induction) Yr 12/13 Careers Assembly Yr 12/13 Raising Aspirations activities Yr 12/13 University Support with Personal Statements Year 13 Tutor Support Yr 13 Careers meetings (non UCAS)
<b>4</b> <i>Linking curriculum learning to careers</i>	Yr 7-13 Posters in all subject areas/lessons Yr 7-13 included in lessons Yr 7-13 Careers Fair Yr 12 Mentor sessions Yr 12 Work Shadowing Yr 12/13 Raising Aspirations activities Yr 13 Mock I/V for early applications to university	Yr 7-13 Posters in all subject areas/lessons Yr 7 Guess the Professional activity Yr 7 Next Steps booklet Yr 7-13 included in lessons Yr 10 Launch Work Experience/Assembly Yr 12 Work Shadowing Yr 12/13 Raising Aspirations activities	Yr 7-13 Posters in all subject areas/lessons Yr 7-13 NAW /NCW – subject lessons/at home Year 8 Your options, your journey, your future week Yr 12 Work Shadowing Yr 12/13 Raising Aspirations activities	Yr 7-13 Posters in all subject areas/lessons Yr 7 BAE Systems STEM Event Yr 7-13 included in lessons Yr 10 Work Experience Yr 12 Work Shadowing Yr 12/13 Raising Aspirations activities	Yr 7-13 Posters in all subject areas/lessons Yr 10 Mini Options Event Yr 10 Inspirational/motivational speaker Yr 12 Work Shadowing Yr 12/13 Raising Aspirations activities	Yr 7-13 Posters in all subject areas/lessons Yr 7/12 Interview Event Yr 8 Meet the Professional (Exploring Industries/with questions) Yr 9 Next Steps Event Incl apprenticeship talk Yr 10 Health & Social Care Work Experience
<b>5</b> <i>Encounters with Employers and employees</i>	Yr 7 Start careers profile on Unifrog - videos Yr 7-13 Careers Fair Yr 8-11 Employer presentations and apprenticeships (PAL) Yr 12 Work Shadowing	Yr 7 Next Steps booklet Yr 7 Guess the Professional activity Yr 8-11 Employer presentations and apprenticeships (PAL) Yr 10 Work Experience assembly Yr 12 Work Shadowing	Yr 8-11 Employer presentations and apprenticeships (PAL) Year 8 Your options, your journey, your future week Yr 10 Mock interviews Yr 12 Work Shadowing	Yr 7 BAE Systems STEM Event Yr 7-13 National Careers Week Yr 8-11 Employer presentations and apprenticeships (PAL) Yr 10 Work experience Yr 10 Work experience Alternative Provision Yr 12 Work Shadowing	Yr 8-11 Employer presentations and apprenticeships (PAL) Yr 10 Mini Options Event Yr 10 Inspirational/Motivational Speaker Yr 12 Work Shadowing	Yr 7/12 Interview Event Yr 8 Meet the Professional (Exploring Industries/with questions) Yr 9 Next Steps Event inc apprenticeship talk Yr 10 Health & Social work experience Yr 12 Work Shadowing
<b>6</b> <i>Experience of workplaces</i>	Targeted Work Exp. Yr 12 Work Shadowing	Targeted Work Exp. Yr 12 Work Shadowing	Targeted Work Exp. Year 8 Your options, your journey, your future week Yr 12 Work Shadowing	Targeted Work Exp. Yr 10 Work experience Yr 12 Work Shadowing drop down day	Targeted Work Exp.	Targeted Work Exp. Yr 10 Health & Social work experience Yr 12 Work Shadowing
<b>7</b> <i>Encounters with further and higher education</i>	Yr 7-13 Careers Fair Yr 8-11 PAL presentations Year 11 Sixth Form Open Evening Yr 12/13 Raising Aspirations activities	Yr 8-11 PAL presentations Yr 12/13 Raising Aspirations activities Year 12/13 University visits	Yr 8-11 PAL presentations Year 8 Your options, your journey, your future week Yr 11 Sixth form interviews	Yr 7-13 National Careers Week Yr 8-11 PAL presentations Yr 10 Work experience Yr 11 selected College transition support	Yr 8-11 PAL presentations Yr 10 Mini Options Event Yr 12/13 Raising Aspirations activities Year 12/13 University visits	Yr 8-11 PAL presentations Yr 9 Next Steps Event inc apprenticeship talk Yr 11 Sixth Form Induction Yr 11 College Transition adviser support Yr 12 University Presentation

	Year 12/13 University visits		Yr 12/13 Raising Aspirations activities	Yr 12/13 Raising Aspirations activities Year 12/13 University visits		Yr 12 UCAS Fair (part of induction) Yr 12 Intro to UCAS – UEA Yr 12/13 Raising Aspirations activities Yr 12/13 University Support with Personal Statements
<b>8</b> <b>Personal guidance</b>	Yr 7-13 Careers Fair Yr 11 1:1 Careers Meetings Yr 11 Parents Evening Year 11 Sixth Form Open Evening Yr 13 Mock I/V/early applications to University Assembly/support Yr 13 Tutor support	Yr 7-13 Selected Mentoring session Yr 7/8 Parents Evening Yr 10 Work Experience Intervention priority students Yr 11 Apply to college/Sixth form/Apprenticeship Yr 11 1:1 Careers meetings Yr 11 Parents Evening Yr 12 1:1 Careers meetings	Yr 7-13 selected Mentoring session Yr 7-13 1:1 Careers interview (requested) Yr 8 Support with options – Unifrog session Year 8 Your options, your journey, your future week (Careers Talk) Yr 8 Options assemblies Yr 8 Options Meetings Yr 8 /9 Parents Evening Yr 11 Apply to college/Sixth form/Apprenticeship Yr 11 Sixth Form interviews Yr 12 1:1 Careers Meetings Yr 13 Careers meetings (non UCAS)	Yr 7-13 selected Mentoring session Yr 7-13 1:1 Careers interview (requested) Yr 10 Parents Evening Yr 10 1:1 Careers meetings Yr 11 Transition college support Yr 12/13 Parents Evening Yr 13 Tutor support Yr 13 Careers meetings (non UCAS)	Yr 7-13 selected Mentoring session Yr 7-13 1:1 Careers interview (requested) Yr 10 Identified Careers meetings Yr 10 Mini Options Event Yr 11 College Transition Adviser support Yr 12 UCAS Enrolment Yr 13 Tutor support Yr 13 Careers meetings (non UCAS)	Yr 7-13 selected Mentoring session Yr 7-13 1:1 Careers interview (requested) Yr 9 Next Steps Event Year 10 Identified Careers meetings Yr 11 College Transition Adviser support Yr 12 Futures 1:1 Yr 13 Tutor support Yr 13 Careers meetings (non UCAS)