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





Careers programme	Planned Date	Provider/ coordinator	Details of event - Purpose	Gatsby Benchmark and CDI Framework	Evidence
Year 7					
Tutor Time sessions covering multiple topics such as careers and world views including 'Career of the week' in tutor time with labour market information.	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> Tutor time careers related sessions will provide students' knowledge about careers pathways and allow them to begin to explore their interests. Each week students will learn about a job of the week which includes information about labour market information. 	1, 2, 3, 5, 	<ul style="list-style-type: none"> Unifrog Entry Tutor Time Plan
PSHE Lessons	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> PSHE lessons based on being aware of the sources of help and support available and responding positively to feedback being aware that learning, skills and qualifications are important for career being willing to challenge themselves and try new things recording achievements being aware of heritage. 	1,2,3,5 	<ul style="list-style-type: none"> PSHE Booklets
Academic Mentoring	3 times in the year – one with parents present.	Tutors	<ul style="list-style-type: none"> Opportunity to discuss progress and academics Opportunity to set targets Opportunity to discuss aspirations 	3,8 	<ul style="list-style-type: none"> Logged on Bromcom
Careers Assembly	Sept 25	NCA staff	<ul style="list-style-type: none"> Student will find out what careers events they can look forward to this year. Students are reminded about Unifrog Students are reminded of how to find the careers entitlement 	1,2,3,4 	<ul style="list-style-type: none"> Tutor Time Plan
Extra-Curricular clubs	Throughout the year	NCA staff	<ul style="list-style-type: none"> Students to engage in extra-curricular activities to boost confidence, build social interactions, extend and grow new skills and abilities. This will link with completing Unifrog competencies and activities as well as being part of the school Pledges system. 	1,2,3 	<ul style="list-style-type: none"> Session 6 registers
Anglia Ruskin University Visit	March 26	ARU	<ul style="list-style-type: none"> To provide students the opportunity to explore university life and to ensure they are aware of all the future options. Experience University 	1,2,3,7 	<ul style="list-style-type: none"> Unifrog Entry Student feedback
Cambridge Regional College Visit	March 26	CRC	<ul style="list-style-type: none"> To provide students the opportunity to explore college life and to ensure they are aware of all the future options. Experience College lessons /workshops 	1,2,3,7 	<ul style="list-style-type: none"> Unifrog Entry Student feedback
Future Skills Questionnaire	Autumn Term	NCA staff	<ul style="list-style-type: none"> To allow students to reflect on the knowledge and skills they currently have. To inform planning on careers 	1,2,3,4 	<ul style="list-style-type: none"> FSQ on Compass+
Whats My Line?	March 26	Form the Future and NCA staff	<ul style="list-style-type: none"> Students will learn about careers, and qualifications. Students will have interactions with employers Students will learn about some local employers/companies Students will begin to understand about career routes/pathways 	1,2,3,5 	<ul style="list-style-type: none"> Student Feedback Employer Feedback Teacher Feedback Calendar Entry
Unifrog – Personality Quiz	Autumn Term	NCA staff	<ul style="list-style-type: none"> Students will complete the personality quiz which will create a link from their personality to potential future careers. Students will begin to understand about potential Careers options and labour market information. 	1,2,3 	<ul style="list-style-type: none"> Unifrog Entry
Unifrog – Interests Quiz	Spring Term	NCA staff	<ul style="list-style-type: none"> Students to complete the interests quiz which this will create a link from what they like doing to potential future careers. 	1,2,3 	<ul style="list-style-type: none"> Unifrog entry
Careers programme	Planned Date	Provider/ coordinator	Details of event - Purpose	Gatsby Ref	Evidence
Year 8					
Tutor Time sessions covering multiple topics such as careers and world views including 'Career of the week' in tutor time with labour market information.	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> Tutor time careers related sessions will provide students' knowledge about careers pathways and allow them to begin to explore their interests. Each week students will learn about a job of the week which includes information about labour market information. 	1, 2, 3, 5, 	<ul style="list-style-type: none"> Unifrog Entry Tutor Time Plan
PSHE Lessons	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> PSHE lessons based on being aware of the sources of help and support available and responding positively to feedback being aware that learning, skills and qualifications are important for career being willing to challenge themselves and try new things recording achievements being aware of heritage. 	1,2,3,5 	<ul style="list-style-type: none"> PSHE Booklets
Academic Mentoring	3 times in the year – one with parents present.	Tutors	<ul style="list-style-type: none"> Opportunity to discuss progress and academics Opportunity to set targets Opportunity to discuss aspirations 	3,8 	<ul style="list-style-type: none"> Logged on Bromcom







Careers Assembly	Sept 25	NCA staff	<ul style="list-style-type: none"> • Student will find out what careers events they can look forward to this year. • Students are reminded about Unifrog • Students are reminded of how to find the careers entitlement 	1,2,3,4		<ul style="list-style-type: none"> • Tutor Time Plan
Cambridge Building Society (24 students)	Oct 25	Cambridge Building Society	<ul style="list-style-type: none"> • Students will gain an insight into all roles and careers at the Cambridge building society • Students will have the opportunities throughout the day for Q & A's • Students will learn about mortgages and savings accounts 	1,2,3,4,5,6		<ul style="list-style-type: none"> • Impact overview
Extra-Curricular clubs	Throughout the year	NCA staff	<ul style="list-style-type: none"> • Students to engage in extra-curricular activities to boost confidence, build social interactions, extend and grow new skills and abilities. This will link with completing Unifrog competencies and activities as well as being part of the school Pledges system. 	1,2,3	 	<ul style="list-style-type: none"> • Session 6 resisters

Unifrog (options) Career exploration	Autumn Term	NCA staff	<ul style="list-style-type: none"> • Students will begin to understand the different careers available to them and the labour market information for those sectors – such as average salaries and total roles available. • Students will use the Careers and Subjects library to explore options and potential pathways which will help them choose their GCSE options. 	1,2,3,4		<ul style="list-style-type: none"> • Unifrog Entry • Tutor time plan
Careers Guidance meetings with independent careers advisors	Jan – March 26		<ul style="list-style-type: none"> • Students meet with the careers guidance advisors to discuss options at KS3 • Students look at their aspirations for post 16 and 18 • Students discuss career aspirations 			<ul style="list-style-type: none"> •
Options guidance (assembly)	March 26	NCA staff	<ul style="list-style-type: none"> • To enable students to make informed choices as to their GCSEs and possible pathways to further and higher education and work. • To stimulate students to start to explore possible career options. 	1,2,3,4	 	<ul style="list-style-type: none"> • Unifrog entry • School calendar
Options Evening	24.03.26	NCA staff	<ul style="list-style-type: none"> • To engage parents in the discussions about their child's possible career choices. • Careers Adviser present to support with questions around choices 	1,2,3,4,8		<ul style="list-style-type: none"> • School Calendar • Unifrog Entry
Careers Carousel	April 26	Form the Future and NCA staff	<ul style="list-style-type: none"> • Students will meet a variety of employers and learn information about pathways and roles. Including Q&A. • Students will learn about a variety of careers pathways and job roles 	1,2,3,4,5		<ul style="list-style-type: none"> • School Calendar • Unifrog Entry • Student Feedback
Hill Group Industry Day	April 26	NCA staff Royal Navy	<ul style="list-style-type: none"> • Students take part in practical and theoretic activities such as bricklaying and civil engineering • Students hear from apprentices and how to apply • Students gain an insight into the roles within the construction industry 	1,2,3,5, 6	 	<ul style="list-style-type: none"> • Unifrog Entry • Calendar Entry
Unifrog – Competencies	Summer Term	NCA staff	<ul style="list-style-type: none"> • Students to review their competencies across skill levels. The 12 competencies Reading, Writing, Numeracy, Planning, Listening, Speaking, Teamwork, Leadership, Problem solving, Creativity, Independence and Resilience. • Supporting students to understand how their academic studies link to Careers. 	1,2,3,4		<ul style="list-style-type: none"> • Unifrog Entry












Careers programme	Planned Date	Provider/ coordinator	Details of event - Purpose	Gatsby Ref	Evidence
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Year 9

Tutor Time sessions covering multiple topics such as careers and world views including 'Career of the week' in tutor time with labour market information.	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> • Tutor time careers related sessions will provide students' knowledge about careers pathways and allow them to begin to explore their interests. • Each week students will learn about a job of the week which includes information about labour market information. • 	1, 2, 3, 5,	     	<ul style="list-style-type: none"> • Unifrog Entry • Tutor Time Plan
PSHE Lessons	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> • PSHE lessons based on being aware of the sources of help and support available and responding positively to feedback being aware that learning, skills and qualifications are important for career being willing to challenge themselves and try new things recording achievements being aware of heritage. 	1,2,3,5		<ul style="list-style-type: none"> • PSHE Booklets •
Academic Mentoring	3 times in the year – one with parents present.	Tutors	<ul style="list-style-type: none"> • Opportunity to discuss progress and academics • Opportunity to set targets • Opportunity to discuss aspirations 	3,8	 	<ul style="list-style-type: none"> • Logged on Bromcom
Careers Assembly	Sept 25	NCA staff	<ul style="list-style-type: none"> • Student will find out what careers events they can look forward to this year. • Students are reminded about Unifrog • Students are reminded of how to find the careers entitlement 	1,2,3,4		<ul style="list-style-type: none"> • Tutor Time Plan
Extra-Curricular clubs	Throughout the year	NCA staff	<ul style="list-style-type: none"> • Students to engage in extra-curricular activities to boost confidence, build social interactions, extend and grow new skills and abilities. This will link with completing Unifrog competencies and activities as well as being part of the school Pledges system. 	1,2,3		<ul style="list-style-type: none"> • Session 6 resisters
Math's Careers Day	Oct 25	NCA Staff	<ul style="list-style-type: none"> • Students will learn LMI about jobs related to Maths • Students will complete activities linked to Maths 			<ul style="list-style-type: none"> •

Industry Day (subject trip) – Drama and Music	Jan 26	NCA staff Cambridge Junction	<ul style="list-style-type: none"> Students will gain an insight into all roles and careers at the junction. Students will have the opportunities throughout the day for Q & A's 	1,2,3,4,5,6		<ul style="list-style-type: none"> Unifrog entry
Enterprise Day	April 26	Form the Future and NCA staff	<ul style="list-style-type: none"> Students will have the opportunity to meet Employers and hear about their job role and their route to it. Students will have time for Q&A Students will be led in enterprising activities by the company representatives 	1,2,3,4,5		<ul style="list-style-type: none"> Calendar Event Student Feedback Employer Feedback
Careers adviser meetings can be booked for students. (Brighter future students and PP booked first)	May onwards	NCA staff	<ul style="list-style-type: none"> To support students who are yet to make applications or need further guidance. To engage parents in the discussions about their child's possible career choices. 	1,2,3,8		<ul style="list-style-type: none"> School calendar Parent feedback
Duke of Edinburgh Award (Optional)	Nov 2024	NCA staff	<ul style="list-style-type: none"> DofE will Increase students' soft skills, such as confidence, leadership, resilience, communication, teamwork and commitment. Boost employment opportunities, and great addition to CV's and applications for further education 		 	<ul style="list-style-type: none"> Session register
Royal Navy Careers	Summer Term	NCA staff Royal Navy	<ul style="list-style-type: none"> Presentation and STEM session. Students will learn about different careers they could do in the Royal Navy 	1,2,3,5		<ul style="list-style-type: none"> Unifrog Entry Calendar Entry
Unifrog – Competencies	Summer Term	NCA staff	<ul style="list-style-type: none"> Students will continue learning to understand their skill levels across 12 competencies Reading, Writing, Numeracy, Planning, Listening, Speaking, Teamwork, Leadership, Problem solving, Creativity, Independence and Resilience. Supporting students to understand how their academic studies link to Careers. 	1,2,3,4		<ul style="list-style-type: none"> Tutor time plan Unifrog Entry
Careers programme	Planned Date	Provider/ coordinator	Details of event - Purpose	Gatsby Ref		Evidence







Year 10

Cambridge University Press (Trip optional)	18.11.24	CUPA NCA staff	<ul style="list-style-type: none"> Provide students to an insight into different career paths within the publishing sector. Provide them with a workplace visit. Give them the opportunity to engage with employers 	1,2,3,5		<ul style="list-style-type: none"> Unifrog Entry CUPA Feedback
Tutor Time sessions covering multiple topics such as careers and world views including 'Career of the week' in tutor time with labour market information.	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> Tutor time careers related sessions will provide students' knowledge about careers pathways and allow them to begin to explore their interests. Each week students will learn about a job of the week which includes information about labour market information. 	1, 2, 3, 5,	    	<ul style="list-style-type: none"> Unifrog Entry Tutor Time Plan
1:1 Careers guidance interviews/interview preparation	Sep – Dec 25	Careers advisor	<ul style="list-style-type: none"> To allow students to discuss their further education options, speak to subject leaders about possible A Level/Vocational options. Also, to discuss further and higher education with a qualified careers advisor. 	1,2,3,4,5,8	 	<ul style="list-style-type: none"> Unifrog Careers tracking sheet
Academic Mentoring	3 times in the year – one with parents present.	Tutors	<ul style="list-style-type: none"> Opportunity to discuss progress and academics Opportunity to set targets Opportunity to discuss aspirations 	3,8	 	<ul style="list-style-type: none"> Logged on Bromcom
Careers Assembly	Sept 25	NCA staff	<ul style="list-style-type: none"> Student will find out what careers events they can look forward to this year. Students are reminded about Unifrog Students are reminded of how to find the careers entitlement 	1,2,3,4		<ul style="list-style-type: none"> Tutor Time Plan

Amazon work experience (12 students)	October half term	NCS	<ul style="list-style-type: none"> Students will be on work experience at Amazon digital space Students will develop their knowledge and skills within Ai. Students will present their ideas at the end of the week. 	1,3, 5,6	   	<ul style="list-style-type: none"> Unifrog Entry
Work Experience Launch Evening	Nov 25	NCA staff	<ul style="list-style-type: none"> To engage parents to be actively involved in the process of work experience To educate and inform students so they feel more comfortable in approaching employers to secure work experience. Employer will explain to students some dos and don'ts 	1,2,3,4,5		<ul style="list-style-type: none"> School calendar/presentations
Apprenticeships Fair	Feb 26	Form the future	<ul style="list-style-type: none"> Students will have the opportunity to meet with Employers from local businesses as well as some nationwide employers. They will have the opportunity to speak to people about apprenticeships, t-levels, traineeships and college courses. 	1,2,3,5	 	<ul style="list-style-type: none"> Unifrog Entry
The Big Live Assembly - Apprenticeships	Feb 26	The big assembly and NCA staff	<ul style="list-style-type: none"> To encourage students to aim higher and improve aspirations 	1,2,3,5	 	<ul style="list-style-type: none"> Reports from speakers from schools

Costello Medical Operations Work Experience	March 26	Costello Medical	<ul style="list-style-type: none"> To introduce students to the world of work and to give them real life experience of working for an employer. Preparation for work and other destinations 	1,2,3,4,5,6		Work placement records
Cambridge Consultants Work Experience	March 26	Cambridge Consultants	<ul style="list-style-type: none"> To introduce students to the world of work and to give them real life experience of working for an employer. Preparation for work and other destinations 	1,2,3,4,5,6		<ul style="list-style-type: none"> Work placement records
Morgan Sindall Work Experience	May 26	Morgan Sindall	<ul style="list-style-type: none"> To introduce students to the world of work and to give them real life experience of working for an employer. Preparation for work and other destinations 	1,2,3,4,5,6		<ul style="list-style-type: none"> Work placement records
Work experience 1 week	6 th -10 th July 26	NCA staff	<ul style="list-style-type: none"> To introduce students to the world of work and to give them real life experience of working for an employer. Preparation for work and other destinations 	1,2,3,4,5,6		<ul style="list-style-type: none"> Work placement records
Apprenticeships Talk	Feb 26	NCA staff	<ul style="list-style-type: none"> Students will have the opportunity to meet with Employers from local businesses as well as some nationwide employers. They will have the opportunity to speak to people about apprenticeships, t-levels, traineeships and college courses. 	1,2,3,5		<ul style="list-style-type: none"> Unifrog Entry
Unifrog – Competencies	Summer Term	NCA staff	<ul style="list-style-type: none"> To begin to support students to understand their skill levels across 12 competencies Reading, Writing, Numeracy, Planning, Listening, Speaking, Teamwork, Leadership, Problem solving, Creativity, Independence and Resilience. Supporting students to understand how their academic studies link to Careers. 	1,2,3,4		<ul style="list-style-type: none"> Unifrog Entry
Personal Statement and CV writing	Rollover Week	NCA English team	<ul style="list-style-type: none"> Support students in preparing for their next steps beyond NCA. 	3, 4		<ul style="list-style-type: none"> Personal statement and cv production
Careers programme	Planned Date	Provider/ coordinator	Details of event - Purpose	Gatsby Ref		Evidence
Year 11						
Tutor Time sessions covering multiple topics such as careers and world views including 'Career of the week' in tutor time with labour market information.	Ongoing throughout the year	NCA staff	<ul style="list-style-type: none"> Tutor time careers related sessions will provide students' knowledge about careers pathways and allow them to begin to explore their interests. Each week students will learn about a job of the week which includes information about labour market information. 	1, 2, 3, 5,		<ul style="list-style-type: none"> Unifrog Entry Tutor Time Plan
1:1 Careers guidance interviews/interview preparation	October – December 2024	NCA staff	<ul style="list-style-type: none"> To allow students to discuss their further education options, speak to subject leaders about possible A Level/Vocational options. Also, to discuss further and higher education with a qualified careers advisor. 	1,2,3,4,5,8		<ul style="list-style-type: none"> CEIAG interview records Unifrog
Academic Mentoring	3 times in the year – one with parents present.	Tutors	<ul style="list-style-type: none"> Opportunity to discuss progress and academics Opportunity to set targets Opportunity to discuss aspirations 	3,8		<ul style="list-style-type: none"> Logged on Bromcom
Careers Assembly	Sept 25	NCA staff	<ul style="list-style-type: none"> Student will find out what careers events they can look forward to this year. Students are reminded about Unifrog Students are reminded of how to find the careers entitlement 	1,2,3,4		<ul style="list-style-type: none"> Tutor Time Plan
Hills Road 6 th Form Taster Afternoon	Nov 25	Hills Road 6 th Form	<ul style="list-style-type: none"> To provide students the opportunity to explore 6th form life and to ensure they are aware of all the future options. Students speak with the admissions team, pastoral team and students in small groups and have the opportunity to ask questions. 	1,2,3,7		<ul style="list-style-type: none"> Unifrog Entry Student feedback
Mock interviews (employer engagement required)	Jan 26	Form the Future and Employers	<ul style="list-style-type: none"> To develop skills needed for the interview process. Preparation for work and other destinations 	1,2,3,5		<ul style="list-style-type: none"> School calendar
Post 16 open evening	7 th Oct 25	CAP 6 th form colleges and 6 th forms.	<ul style="list-style-type: none"> To allow students access to a variety of educational providers so that they can make informed choices. 	1,2,3,7		<ul style="list-style-type: none"> School calendar
Open evenings local providers– <i>Independent student visits will be advertised in school</i>	October 2025 – February 2026	NCA staff	<ul style="list-style-type: none"> To allow students access to a variety of educational providers so that they can make informed choices. 	1,2,3,7		<ul style="list-style-type: none"> Bulletin Display Board
School and College Application sessions	Sep – Dec 25	NCA staff	<ul style="list-style-type: none"> Sessions to support students to apply for the Further education provision of their choice 	1,2,3,8		<ul style="list-style-type: none"> School calendar Student Bulletin
Unifrog – Competencies	Summer Term	NCA staff	<ul style="list-style-type: none"> Students can analyse the growth in their skills and see how they adapt to the workplace. 12 competencies Reading, Writing, Numeracy, Planning, Listening, Speaking, Teamwork, Leadership, Problem solving, Creativity, Independence and Resilience. Supporting students to understand how their academic studies link to Careers. 	1,2,3,4		<ul style="list-style-type: none"> Tutor time plan Unifrog Entry

CDI Framework

	Grow throughout life. Explore possibilities Grow throughout life by learning and reflecting on yourself, your background, and your strengths
	Explore possibilities. Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces
	Manage career. Manage your career actively, make the most of opportunities and learn from setbacks
	Create opportunities. Create opportunities by being proactive and building positive relationships with others
	Balance life and work. Balance your life as a worker and/ or entrepreneur with your wellbeing, other interests and your involvement with your family and community
	See the big picture. See the big picture by paying attention to how the economy, politics and society connect with your own life and career

Gatsby Benchmarks

1	A stable careers programme
2	Learning from careers and labour market information
3	Addressing the needs of each student
4	Linking curriculum learning to careers
5	Encounters with employers and employees
6	Experiences of workplaces
7	Encounters with further and higher education
8	Personal guidance