Careers Programme 2025-2026 for All Saints Academy

Our careers programme is built around:

- meeting the Gatsby Benchmarks
- meeting the statutory guidance for schools and colleges on careers provision and the latest Ofsted framework
- building skills and confidence in our students to access their chosen education, employment and training pathway post 16 and 18.

The table below sets out the careers activities delivered for students (firstly for years 7-11, then for years 12 -13) and parents. The activities are led by our Careers Lead and our partners, including GROWS. To hear this programme read aloud, right-click anywhere on the page and select 'open in reading mode' and click the play button.

Years 7-11

Theme	Year 7 activity	Year 8 activity	Year 9 activity	Year 10 activity	Year 11 activity
Gatsby benchmark 2 – learning from career and labour market information (LMI)	GROWS workshop on exploring jobs. Information on displays around school and in electronic resource files.	GROWS workshop on career ideas. Information on displays around school and in electronic resource files.	GROWS workshop - LMI and jobs of the future Information on displays around school and in electronic resource files.	Assembly – local and national LMI and the future of the world of work (with local employer) Information on displays around school and in electronic resource files.	Information on displays around school.

Theme	Year 7 activity	Year 8 activity	Year 9 activity	Year 10 activity	Year 11 activity
<u>Gatsby benchmark 3</u> – addressing the needs of all young people, including challenging misconceptions and stereotypical thinking, showcasing a range of role models	Challenging stereotypes /role models session with local employer or alumni.	Challenging stereotypes /role models session with local employer or alumni.	Challenging stereotypes /role models session with local employer or alumni. Talk – aim a little higher with Kamal Hyman (GROWS).	Targeted mentoring for selected pupils in year 10. Range of role models at year 10 careers morning.	Targeted mentoring for selected pupils in year 11. Taster visit to Gloucestershire College for targeted students.
<u>Gatsby benchmark 4</u> – linking curriculum learning to careers	Careers integrated into subject teaching throughout the school year				
<u>Gatsby benchmark 5</u> – encounters with employers & employees	ASA Careers festival. Interaction with employers during year 7 careers day.	ASA Careers festival. Interaction with employers during year 8 careers day, including 1 apprenticeship provider (PAL encounter 2)	ASA Careers festival. Interaction with employers during year 9 careers day	ASA Careers festival. Interaction with employers during year 10 careers day	ASA Careers festival. Mock interview event.
<u>Gatsby benchmark 6</u> – experiences of workplaces				Work experience – 10th – 12th March	

Theme	Year 7 activity	Year 8 activity	Year 9 activity	Year 10 activity	Year 11 activity
<u>Gatsby benchmark</u> 7 – encounters with further and higher education, universities, colleges, apprenticeship providers, providers of technical education and Independent Training Providers.	ASA Careers festival GROWS 'Classroom to Campus' workshop	ASA Careers festival GROWS 'University myth busting workshop 1 x assembly with local employer offering apprenticeships (PAL encounter 1)	ASA Careers festival GROWS trip to the University of Gloucestershire (targeted)	ASA Careers festival GROWS trip to the University of Gloucestershire- Park Campus (targeted) University of Gloucestershire residential (some). Interaction with Stroud College and Hartpury College during year 10 careers day (PAL encounter 3)	ASA Careers festival 1x assembly with Gloucestershire College (provider of technical education – PAL encounter 4) 1 x presentation with Hartpury College (targeted)
<u>Gatsby benchmark 8</u> – personal guidance				1:1s with qualified adviser for ~ 100 students	1:1 with qualified adviser for all students
Pupil skill development				GROWS skills for success workshop	Mock interviews & apprenticeship assessment centre support

Tutor time activities. Unifrog sessions and time for individual planning and reflection	'Creating the life you want' session - formulating goals and thinking big about the future. 'Who am I' session – exploring interests, skills and abilities. Different journeys and pathways after school.	Taking control of your career' session – reflect on their career goals and reflect on barriers they may face and how to overcome. 'Challenges and rewards of work' session– linked to growth mindset and resilience. 'What are my skills' session – why skills are important, reflect on their own skills. Planning what to study at KS4.	'What does success mean to me' session – different ways we can define and measure success. 'Wellbeing in the workplace' session – legal responsibilities of employers/ reasonable adjustments. 'What type of career is best for me' session – review broad career typologies and reflect on what might fit for them. CV development activity.	The road ahead – post 16 choices. Acting professionally – contacting employers for work experience. Reflecting on my career journey: past, present and future. A career you love - dream jobs. Professional profiles - what is an entrepreneur ? Workplace ethics - what makes an employer good to work for?	The road ahead - choosing your post 16 pathway. The work-life balance - balancing life, learning and work. Moving on - managing transitions.
Theme	**Year 7 activity**	**Year 8 activity**	**Year 9 activity**	**Year 10 activity**	**Year 11 activity**
Engagement of parents/carers	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins.	Parents coffee morning/ info on routes students can take. Careers content in parent newsletters and bulletins.	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins. Careers stall at parents evening manned by Careers Lead/Adviser. Careers Lead/Adviser available for parent meetings.	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins. Careers stall at parents evening manned by Careers Lead/Adviser. Careers Lead/Adviser available for parent meetings.	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins. Careers stall at parents evening manned by Careers Lead/Adviser. Careers Lead/Adviser available for parent meetings.

Years 12-13

Theme	Year 12 activity	Year 13 activity
Gatsby benchmark 2 – learning from career and labour market information (LMI)	GROWS workshops – LMI. Information on displays around school, and in electronic resource files and in sixth form opportunities bulletin.	Information on displays around school, and in electronic resource files and in sixth form opportunities bulletin.
Gatsby benchmark 3 – addressing the needs of all young people, including challenging misconceptions and stereotypical thinking, showcasing a range of role models	Alumni engagement activities	Alumni engagement activities
Gatsby benchmark 4 – linking curriculum learning to careers	Careers integrated into subject teaching throughout the school year	
Theme	**Year 12 activity**	**Year 13 activity**
Gatsby benchmark 5 – encounters with employers & employees	ASA Careers festival. Deloitte workshops/talks (some).	ASA Careers festival. 1 x apprenticeship provider talk (PAL encounter 6)
Gatsby benchmark 6 – experiences of workplaces	Year 12 work experience. 1 x Law experience day at Wiggin and 1 x with Cheltenham College (some). Deloitte insight day workshop with mini assessment centre activity (some).	

<u>Gatsby benchmark 7</u> – encounters with further and higher education, universities, colleges, apprenticeship providers, providers of technical education and Independent Training Providers **By age 18, all pupils who are considering applying to HE should have had at least 2 visits to HE providers to meet staff and learners**	Assembly – what are my post 18 options? ASA Careers Festival (all). Deloitte apprenticeships workshop (all. PAL encounter 5). 1 x visit to Top Third UK university 1 x visit to Top Third UK university University of Gloucestershire residential (some). Oxford University trip (some).	ASA Careers Festival (all)
<u>Gatsby benchmark 8</u> – personal guidance	1:1 with qualified adviser for all students	1:1 with qualified adviser for all students
Theme	**Year 12 activity**	**Year 13 activity**
Pupil skill development	Mock interviews	Mock interviews
Tutor time activities, Unifrog sessions and time for individual planning and reflection	Tutor activities selected by individual tutors from the Unifrog programme/exploration of tools and resources on the platform.	
Engagement of parents/carers	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins. Careers stall at parents evening manned by Careers Lead. Careers Lead/Adviser available for parent meetings.	Parents coffee morning / info on routes students can take. Careers content in parent newsletters and bulletins. Careers stall at parents evening manned by Careers Lead. Careers Lead/Adviser available for parent meetings.