

## 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](#)
- 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](#), Young Gloucestershire (YG), Skills Builder and Unifrog.

### Years 7-11

| Theme                                                                                | Year 7 activity                                                                                                                                                                             | Year 8 activity                                                               | Year 9 activity                                                                                                                               | Year 10 activity                                                                                                                          | Year 11 activity                       |
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| <b>Gatsby benchmark 2 – learning from career and labour market information (LMI)</b> | Tutor session on the main journeys and pathways after school, and different routes to the same career.<br><br>GROWS workshop on career ideas.<br><br>Information on displays around school. | GROWS workshop on career ideas.<br><br>Information on displays around school. | Tutor session on planning what to study at KS4<br><br>GROWS workshops –post 16 pathways and LMI<br><br>Information on displays around school. | Assembly – local and national LMI and the future of the world of work (with local employer)<br><br>Information on displays around school. | Information on displays around school. |

| Theme                                                                                                                                                                              | Year 7 activity                                                                      | Year 8 activity                                                                     | Year 9 activity                                                                                                                                                                                         | Year 10 activity                                                                    | Year 11 activity                                                                                                                                                                         |
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| <b><u>Gatsby benchmark 3</u></b><br>– addressing the needs of all young people, including challenging misconceptions and stereotypical thinking, showcasing a range of role models | Tutor session on challenging stereotypes.                                            | Challenging stereotypes/role models assembly with local employer or alumni.         | Challenging stereotypes /role models assembly with local employer or alumni.<br><br>Talk – aim a little higher with Kamal Hyman (GROWS).<br><br>Mapping Your Future workshops x 4 for targeted students | Challenging stereotypes/role models assembly with local employer or alumni.         | Post 16 options workshop for targeted students (YG).<br><br>Taster visit to Gloucestershire College for targeted students.<br><br>Taster visit to Bridge Training for targeting students |
| <b><u>Gatsby benchmark 4</u></b><br>– linking curriculum learning to careers                                                                                                       | Careers integrated into subject teaching – <i>details to be shared soon</i>          |                                                                                     |                                                                                                                                                                                                         |                                                                                     |                                                                                                                                                                                          |
| <b><u>Gatsby benchmark 5</u></b><br>– encounters with employers & employees                                                                                                        | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>1 x alumni assembly. | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>1x alumni assembly. | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>1x alumni assembly.                                                                                                                     | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>1x alumni assembly. | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>1x alumni assembly.                                                                                                      |
| <b><u>Gatsby benchmark 6</u></b><br>– experiences of workplaces                                                                                                                    |                                                                                      |                                                                                     |                                                                                                                                                                                                         | Work experience (3 days)                                                            |                                                                                                                                                                                          |

| Theme                                                                                                                                                                                            | Year 7 activity                                                                                                                                                                                                         | Year 8 activity                                                                                                                                                                                                                                                                                                                                                | Year 9 activity                                                                                                                                                                                                                                                                                                                                                    | Year 10 activity                                                                                                                                                                                                                                                                                                                               | Year 11 activity                                                                                                                                              |
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| <b>Gatsby benchmark 7 – encounters with further and higher education, universities, colleges, apprenticeship providers, providers of technical education and Independent Training Providers.</b> | ASA Careers festival                                                                                                                                                                                                    | ASA Careers festival<br><br>Assembly - what are my post 16 options?<br><br>1 x assembly with provider of Technical Education<br><br>1 x assembly with local employer offering apprenticeships                                                                                                                                                                  | ASA Careers festival<br><br>GROWS trip to the University of Gloucestershire- Oxstalls Campus (all)                                                                                                                                                                                                                                                                 | ASA Careers festival<br><br>GROWS trip to the University of Gloucestershire- Park Campus (most)<br><br>Oxford University trip (some)                                                                                                                                                                                                           | ASA Careers festival<br><br>1x assembly with Gloucestershire College<br><br>1 x assembly with Hartpury College<br><br>1 x assembly with Bridge Training (ITP) |
| <b>Gatsby benchmark 8 – personal guidance</b>                                                                                                                                                    |                                                                                                                                                                                                                         | Informal careers 1:1s with Wiggin (half year grp)                                                                                                                                                                                                                                                                                                              | Informal careers 1:1s with Wiggin (half year group)                                                                                                                                                                                                                                                                                                                | 1:1s with qualified adviser for ~ 100 students                                                                                                                                                                                                                                                                                                 | 1:1 with qualified adviser for all students                                                                                                                   |
| <b>Pupil skill development</b>                                                                                                                                                                   | Skills Builder activity                                                                                                                                                                                                 | Skills Builder activity                                                                                                                                                                                                                                                                                                                                        | Skills Builder activity                                                                                                                                                                                                                                                                                                                                            | Skills Builder activity.<br><br>GROWS skills for success workshop                                                                                                                                                                                                                                                                              | Skills Builder activity<br><br>Mock interviews for all.                                                                                                       |
| <b>Tutor time activities. Unifrog sessions and time for individual planning and reflection</b>                                                                                                   | ‘Creating the life you want’ session - formulating goals and thinking big about the future.<br><br>‘Who am I’ session – exploring interests, skills and abilities.<br><br>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.<br><br>‘Challenges and rewards of work’ session– linked to growth mindset and resilience.<br><br>‘What are my skills’ session – why skills are important, reflect on their own skills.<br><br>Planning what to study at KS4. | ‘What does success mean to me’ session – different ways we can define and measure success.<br><br>‘Wellbeing in the workplace’ session – legal responsibilities of employers/ reasonable adjustments.<br><br>‘What type of career is best for me’ session – review broad career typologies and reflect on what might fit for them.<br><br>CV development activity. | The road ahead – post 16 choices.<br><br>Acting professionally – contacting employers for work experience.<br><br>Reflecting on my career journey: past, present and future.<br><br>A career you love - dream jobs.<br><br>Professional profiles - what is an entrepreneur?<br><br>Workplace ethics - what makes an employer good to work for? | The road ahead - choosing your post 16 pathway.<br><br>The work-life balance - balancing life, learning and work.<br><br>Moving on - managing transitions.    |

| Theme                               | Year 7 activity                                                                                                                                                 | Year 8 activity                                                                                                                                                | Year 9 activity                                                                                                                                                                                                                                                                                    | Year 10 activity                                                                                                                                                                                                                                                                                   | Year 11 activity                                                                                                                                                                                                                                                                                   |
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| <b>Engagement of parents/carers</b> | <p>Parents coffee morning / info on routes students can take.</p> <p>Careers content in parent newsletters and bulletins.</p> <p>Parents access to Unifrog.</p> | <p>Parents coffee morning/ info on routes students can take.</p> <p>Careers content in parent newsletters and bulletins.</p> <p>Parents access to Unifrog.</p> | <p>Parents coffee morning / info on routes students can take.</p> <p>Careers content in parent newsletters and bulletins.</p> <p>Parents access to Unifrog.</p> <p>Careers stall at parents evening manned by Careers Lead/Adviser.</p> <p>Careers Lead/Adviser available for parent meetings.</p> | <p>Parents coffee morning / info on routes students can take.</p> <p>Careers content in parent newsletters and bulletins.</p> <p>Parents access to Unifrog.</p> <p>Careers stall at parents evening manned by Careers Lead/Adviser.</p> <p>Careers Lead/Adviser available for parent meetings.</p> | <p>Parents coffee morning / info on routes students can take.</p> <p>Careers content in parent newsletters and bulletins.</p> <p>Parents access to Unifrog.</p> <p>Careers stall at parents evening manned by Careers Lead/Adviser.</p> <p>Careers Lead/Adviser available for parent meetings.</p> |

## Years 12-13

| Theme                                                                                                                                                                           | Year 12 activity                                                                                                        | Year 13 activity                                                            |
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| <b><u>Gatsby benchmark 2</u> – learning from career and labour market information (LMI)</b>                                                                                     | <p>GROWS workshops – LMI.</p> <p>Information on displays around school.</p>                                             | Information on displays around school.                                      |
| <b><u>Gatsby benchmark 3</u> – addressing the needs of all young people, including challenging misconceptions and stereotypical thinking, showcasing a range of role models</b> | <p>Challenging stereotypes/role models assembly with local employer or alumni.</p> <p>Deloitte mentoring (targeted)</p> | Challenging stereotypes/role models assembly with local employer or alumni. |
| <b><u>Gatsby benchmark 4</u> – linking curriculum learning to careers</b>                                                                                                       | Careers integrated into subject teaching – <i>details to be shared soon</i>                                             |                                                                             |

| Theme                                                                                                                                                                                                                                                                                                                                                  | Year 12 activity                                                                                                                                                                                                                                                                                                                                                                       | Year 13 activity                                                                                                                |
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| <b><u>Gatsby benchmark 5 – encounters with employers &amp; employees</u></b>                                                                                                                                                                                                                                                                           | ASA Careers festival.<br><br>BBC Bitesize careers panel.<br><br>Careers/HE fair@ Cheltenham College and Pates (targeted).<br><br>Deloitte workshops/talks (some).                                                                                                                                                                                                                      | ASA Careers festival.<br><br>BBC Bitesize careers panel (all).<br><br>Careers/HE fair@ Cheltenham College and Pates (targeted). |
| <b><u>Gatsby benchmark 6 – experiences of workplaces</u></b>                                                                                                                                                                                                                                                                                           | Year 12 work experience.<br><br>1 x Law experience day at Wiggin and 1 x with Cheltenham College (some).<br><br>Deloitte insight day workshop with mini assessment centre activity (some).                                                                                                                                                                                             |                                                                                                                                 |
| <b><u>Gatsby benchmark 7 – encounters with further and higher education, universities, colleges, apprenticeship providers, providers of technical education and Independent Training Providers</u></b><br><b>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</b> | Assembly – what are my post 18 options?<br><br>ASA Careers Festival (all).<br><br>Deloitte apprenticeships workshop (all).<br><br>University of Bristol talk (all).<br><br>Hartpury University talk (all).<br><br>1 x visit to Cardiff University.<br><br>1 x visit to Bath University.<br><br>University of Gloucestershire residential (some).<br><br>Oxford University trip (some). | ASA Careers Festival (all)                                                                                                      |
| <b><u>Gatsby benchmark 8 – personal guidance</u></b>                                                                                                                                                                                                                                                                                                   | 11:1 with qualified adviser for all students                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                 |

| Theme                                                                                   | Year 12 activity                                                                                                                                                                                                                                                                    | Year 13 activity                                                                                                                                                                                                                                                                    |
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| Pupil skill development                                                                 | Skills Builder activity.<br><br>Telephone/speaking skills (some).<br><br>Mock interviews.                                                                                                                                                                                           | Skills Builder activity.<br><br>Telephone/speaking skills (some).                                                                                                                                                                                                                   |
| 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.<br><br>Careers content in parent newsletters and bulletins.<br><br>Parents access to Unifrog.<br><br>Careers stall at parents evening manned by Careers Lead.<br><br>Careers Lead/Adviser available for parent meetings. | Parents coffee morning / info on routes students can take.<br><br>Careers content in parent newsletters and bulletins.<br><br>Parents access to Unifrog.<br><br>Careers stall at parents evening manned by Careers Lead.<br><br>Careers Lead/Adviser available for parent meetings. |