

### PROVISION OF A STABLE CAREERS PROGRAMME **GBM1**

- Careers provision is shaped to meet the needs and circumstances of all our learners, with a year-by-year entitlement from year 7 to year 13.
- The programme is monitored, evaluated and reviewed, for continuous improvement and commitment is showcased by all staff.
- The careers programme is published on the website and social media, so that parents, governors and staff, stakeholders can learn more about the offer.
- Awareness of the changing labour market is acknowledged and informs the content and delivery of the programme.
- The programme aligns to personal development and curriculum areas.
- The programme is embedded within the academy curriculum – Faculty Curriculum Ambassadors are in place – identified contact for each dept, helping to drive careers into wider curriculum learning.
- A Level 6 trained Careers Development Practitioner facilitates the programme, alongside the Assistant Head with Careers responsibility.
- There is an appointed Employer Partner Adviser and regular support from the Careers Hub.
- The programme has received recognition for the extensive partnerships with employers (Chamber of Commerce Education and Schools Partnerships Winner).

### LEARNING FROM CAREER AND LABOUR MARKET INFORMATION **GBM 2**

- Students have access to information on career pathways and various progression routes utilising the academy's careers practitioner and extensive high quality, careers resources – available online and in the career's library.
- Information and guidance are reviewed annually and updated accordingly.
- Students are supported with planning progression routes. Advice is impartial and students are encouraged to explore a range of alternative options to obtain their career goals.
- Students can access support regarding interviews, job applications, apprenticeships, educational institutions, courses, qualifications, entry requirements and financial literacy, changes in AI and technology.
- Training, apprenticeships and work experience opportunities are advertised, and students are supported with applications by the career's practitioner and wider team. A weekly Job of the Week resource is delivered by tutors and shared with parents on our bulletin board.
- LMI is a focus in house assemblies and themed weeks, targeting the whole school audience. It is also part of Post 16 guidance and enrichment. Comparing University, Apprenticeships, T Levels and FE are embedded into themed weeks, the careers fair and assemblies, as well as economic growth and skills shortages.
- LMI is part of the themed weeks – Options Guidance and Post 16 support - delivered by DWP Schools Team.

**ADDRESSING THE NEEDS OF EACH PUPIL GBM3**

- The academy has a clear operational policy and procedure to identify individual student career needs.
- All students can arrange an appointment with the careers adviser and there is specific focus on Year 11 and 13 leavers.
- Our Super Learner Pathways Programme focuses on raising aspirations and bridging the attainment gap within the PP and SEN cohort – a 5-year rolling programme for years 7-11. Emphasis on widening participation and engagement with employers and universities.
- The Careers Practitioner collaborates with SENCO Team, to review gaps across cohorts and prioritise learners.
- There is inclusive representation throughout the careers programme. Students are encouraged to become careers ambassadors.
- Work Experience takes place in KS5, and is personalised to students A level study and career aspirations.
- Data sharing agreement is in place, to address any RONI students and enable other agencies to provide early intervention.

**LINKING CURRICULUM LEARNING TO CAREERS GBM4**

- All teachers promote, relate and highlight throughout the course appropriate progression routes, pathways and careers relevant to their subject, with high quality displays and virtual resources from the MYPATH Careers Portal.
- CAREERS IN THE CURRICULUM FACULTY CHAMPIONS - driving the careers programme into curriculum learning.
- Teachers link curriculum learning to employment and students are encouraged to explore careers within their studies.
- Themed Weeks align careers in the curriculum – ie: STEM Week / Green Careers / Entrepreneurship and visits to workplaces.
- National Careers Week celebrates Careers Learning and subject teachers engage with extended opportunities – careers trips, employer talks etc Promotional materials are used in subject areas to promote learning career outcomes.
- Career BITES at lunchtime, demonstrate applied subject learning in relation to the world of work.
- Alumni help to bring subjects to life and show tangible, related career journeys.

**ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES GBM5**

- The Academy has strong education business partnerships, with larger and SMEs. Runners Up and 2019 Winners of the Chamber of Commerce Business Award for Education and Business Partnerships **and** finalist for 2025/26. Strong collaborations with Capital One, PwC and other large corporates.
- Collaboration with the wider Trust Schools, D2N2, the Careers Hubs, to share best practice, is ongoing.

## GATSBY BENCHMARKS & OUR CAREERS PROGRAMME – SOUTH NOTTINGHAMSHIRE ACADEMY CAREERS 2025/26

- Students attend events such as: The UK Apprenticeship & UCAS event, gain face-to-face contact with employers, training providers, colleges, universities and professional bodies.
- Students take part in trips, activities and bespoke simulations to help raise aspirations, to motivate and inspire them.
- Employers are invited into the Academy to deliver inspirational assemblies, workshops in themed weeks, masterclasses, lesson activities etc, within their field of expertise.
- The Academy adheres fully to with the Baker Clause and focuses on whole school assemblies for Apprenticeships, vocational pathways, university, charities – such as the Kings Trust.
- Careers Fairs are very well supported by employers and other providers – with 70+ attending year on year.
- Career Bites workshops over lunch are part of the Extra Curricular Programme and include a variety of employer led opportunities.
- Mock Interviews and meaningful conversations support students with career skills development and understanding of skills shortages and employer recruitment processes.

### EXPERIENCES OF WORKPLACES **GBM6**

- All Year 12 students are offered the opportunity to take part in a high quality and meaningful work experience placement.
- Students are encouraged to participate in employment relevant to their chosen career pathway / lesson learning.
- Students undertake activities related to curriculum learning in an external environment.
- Students' evaluation takes place during placement week, and reflective learning is encouraged.
- Employers provide feedback to encourage improvement and offer personal development advice.
- Virtual work experiences are encouraged, and some students take part in Speakers for Schools and Springpod engagement.
- Visits to workplaces and industry tours are curriculum linked and demonstrate creativity in offering workplace realism.
- Year 10 are offered visits to a workplace employer for the day and engage with providers in school, through our themed weeks and other careers events.
- Our annual immersive careers and aspirations fair brings in real life have a go opportunities, from our external partners.

### • ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION **GBM7**

- Students have access to numerous events throughout the year including HE & Careers Fair, University Experience Days, Oxbridge encounters, UCAS exploration degree apprenticeship talks, which are University led.
- Students are offered workshops and one-to-ones with specialist sixth form tutors regarding Personal Statements and degree and uni exploration Student Finance and Access Programmes.

## GATSBY BENCHMARKS & OUR CAREERS PROGRAMME – SOUTH NOTTINGHAMSHIRE ACADEMY CAREERS 2025/26

- The Trust offer a robust 'Moving on Day' for all year 13 across the region of schools, encouraging students to network and take part in workshops and activities. There is a strong focus on HE and higher and degree apprenticeships, study skills, transition and financial literacy.
- HE subject lecturers visit during celebration weeks, to deliver taster lessons (e.g., Psychology, English and History).
- The Academy has strong links with many universities, esp those in the Midlands.
- Universities assist with sixth form guidance and enrichment, careers fairs, themed weeks and parent UCAS evening.
- Online encounters and webinars are promoted to students and parents, as well as Springpod Subject Spotlights, written by academics.
- There is a strong emphasis on widening participation programmes for PP and SEND, such as Ambition Nottingham and Sutton Trust partnerships.

### PERSONAL GUIDANCE **GBM8**

- Students have access to with the Careers Development Practitioner who is Level 6 qualified and impartial.
- The National Careers Service tools are advertised and promoted to all, and wider resources are published on the school's website
- Year 11 are invited to a careers meeting, in priority order, according to targeted needs and an action plan is shared.
- Parent accessible summaries, where appropriate, and follow up meetings / referrals are available.
- There is a joined-up approach with the SENCO and wider pastoral team.
- Career guidance is available at parents' evenings, for KS3/4/5 through a booking system.
- Students can access a range of activities throughout the year – ie: Careers Fair, themed week, mock interview day, tutor time support.
- Early intervention takes place, with Super Learner Pathways PP in Year 9, with action plan activity and signposted Year 10.
- Careers opportunities are promoted to parents and governors, to inform and support with progression routes for students.
- Results Day support is available.
- Lunch time drop ins are available, and students are confident with emailing the careers practitioner, through the school share point.
- A tailored approach for work experience is a strength, as well as a CV clinic and wider recruitment process intervention.