



Careers Entitlement Plan 2025-26

The Entitlement Plan is linked to the Gatsby benchmarks. The Gatsby Benchmarks provide a framework for high-quality career guidance in schools, ensuring that students receive well-rounded support and preparation for their futures. This Careers Entitlement Plan aligns with each of the 8 Gatsby Benchmarks, ensuring students develop the knowledge, skills, and confidence they need to succeed in the world of work.

Year Group Entitlements

Year 7: Discovering Skills and Exploring Possibilities

Introduction to Careers and the World of Work

Objective: Begin exploring personal skills and interests, understanding what a career is, and developing early awareness of the variety of pathways available.

Activities:

- Careers sessions aimed to encourage students to think aspirational about future careers, linking personal interests to different pathways.
- National Apprenticeship Week and National Careers Week
- Key stage 3 work experience
- Encounters with FE, Higher education and employers

Outcome: By the end of Year 7, students will have a clear understanding of what a career is, begin recognising their own skills and interests, make early connections between their aspirations and real-world opportunities, and start using Unifrog to record their journey.

Gatsby Benchmarks:

3. Addressing the Needs of Each Pupil: Students complete Unifrog skills and interests quizzes, with personalised tutor sessions to support individual reflection.

4. Linking Curriculum Learning to Careers: Students are completing classroom activities that connect personal interests and subjects to potential careers.

5. Encounters with Employers and Employees: Students are taking part in assemblies, National Careers Week, National Apprenticeship Week, and guest speaker sessions to explore a range of industries and roles.

6. Experiences of Workplaces: Students are completing Key Stage 3 work experience and activities to develop understanding of the workplace.

Year 8: Broadening Horizons and building confidence

Objective: Build on self-awareness by broadening horizons, linking individual strengths to different industries, and recognising transferable employability skills.

Activities:

- Careers sessions focused on transferable skills such as teamwork, communication, and problem-solving, and how these apply across industries.
- National Apprenticeship Week and National Careers Week
- Encounters with further education, higher education, and employers through assemblies, workshops, and guest speakers.
- Unifrog sessions exploring the Careers Library and recording skills and activities in student profiles.
- Industry-focused activities to help students apply their skills in practical contexts.
- Key stage 3 work experience

Outcome: By the end of Year 8, students will have broadened their knowledge of industries and pathways, developed confidence in identifying and applying their transferable skills, and continued building their Unifrog profile as evidence of skills, interests, and experiences.

Gatsby Benchmarks:

3. Addressing the Needs of Each Pupil: Students are completing personalised Unifrog sessions, reflecting on their skills, strengths, and interests, with targeted tutor support.

4. Linking Curriculum Learning to Careers: Students are completing careers sessions that show how transferable skills connect to different industries and subjects.

5. Encounters with Employers and Employees: Students are taking part in assemblies; workshops, guest speakers, and National Careers/Apprenticeship Week give insight into real-world workplaces.

6. Experiences of Workplaces: Continued exposure through Key Stage 3 work experience and along with industry-focused activities.

7. Encounters with Further and Higher Education: Students take part in Visits, talks, and workshops introducing students to post-16 study and training options.

Year 9: Exploring Pathways and the World of Work

Objective: Make informed choices by connecting skills and subjects to pathways, exploring labour market information, and considering future study and work options.

Activities:

- Careers sessions linking subjects to pathways
- Unifrog exploring careers by subjects
- National Apprenticeship Week and National Careers Week
- Encounters with further and higher education
- Careers Fair for students
- GCSE options evening for parents and students

Key Stage 3 Work Experience

Outcome: By the end of Year 9, students will understand their personal skills, know the main learning pathways available post-16, be able to make informed GCSE choices, understand labour market trends, and continue building their Unifrog profile to track skills, interests, and experiences.

Gatsby Benchmarks:

2. Learning from Career and Labour Market Information: Students are completing careers sessions and using Unifrog to explore industries, job roles, and sector trends, supported by information from employer talks and the Careers Fair to understand opportunities and labour market demands.

3. Addressing the Needs of Each Pupil: Students are completing personalised Unifrog sessions and tutor-led activities to reflect on their skills, strengths, and interests, supporting informed GCSE choices.

4. Linking Curriculum Learning to Careers: Students are completing careers sessions linking subjects to post-16 pathways and exploring careers by subject in Unifrog.

5. Encounters with Employers and Employees: Students are taking part in assemblies, workshops, guest speaker sessions, and the Careers Fair to gain insight into real-world workplaces.

6. Experiences of Workplaces: Students are completing Key Stage 3 work experience and industry-focused activities to build practical understanding of the workplace.

7. Encounters with Further and Higher Education: Students are taking part in visits, talks, and workshops introducing post-16 study and training options, including GCSE options evening for parents and students.

Year 10: Experiencing the World of Work and Shaping Ambitions

Objective: Deepen understanding of the world of work through meaningful encounters and experiences, while refining aspirations and preparing for work experience.

Activities:

- Identify and reflect on employability skills
- Research industries and employer profiles
- Explore post-16 options: college, apprenticeships, sixth form
- Prepare for Year 10 work experience placements
- Take part in the World of Work workshop with employers
- Encounters with further and higher education , college visits, apprenticeship provider talks, and university taster sessions.
- Update and use Unifrog profiles to record skills and experiences
- Attend National Apprenticeship Week and National Careers Week activities
- Participate in a week of work experience placement.

Outcome: By the end of Year 10, students will have developed their employability skills, gained insight into industries and post-16 options, experienced the world of work first-hand, and built a detailed Unifrog profile to record their skills, experiences, and aspirations.

Gatsby Benchmarks:

2. Learning from Career and Labour Market Information: Students are completing careers sessions and using Unifrog to research industries, employer profiles, and labour market trends, supported by employer workshops and National Careers/Apprenticeship Week activities.

3. Addressing the Needs of Each Pupil: Students are completing personalised Unifrog sessions,

tutor activities, and one-to-one guidance to reflect on their skills, interests, and aspirations.

4. Linking Curriculum Learning to Careers: Students are completing careers sessions that connect transferable and employability skills to different industries and subjects.

5. Encounters with Employers and Employees: Students are taking part in employer-led workshops, assemblies, guest speaker sessions, and National Careers/Apprenticeship Week activities.

6. Experiences of Workplaces: Students are completing a week-long work experience placement, supported by preparation and reflection activities, and participating in industry-focused projects.

7. Encounters with Further and Higher Education: Students are taking part in college visits, apprenticeship provider talks, and university taster sessions to explore post-16 pathways.

8. Personal Guidance: Students are completing one-to-one guidance and tutor support to link their skills, experiences, and career exploration to post-16 plans.

Year 11: Post-16 Planning and Transitions

Objective: Prepare for post-16 transition by consolidating skills, exploring a full range of pathways, and making confident, well-informed decisions about next steps with personalised advice and guidance.

Activities:

- Connexions Appointments.
- Personal guidance interviews with careers advisors to create individual action plans.
- Make informed decisions about post-16 pathways, including sixth form, college, and apprenticeships
- Mock Interviews and application workshops
- Tailored workshops to support a variety of routes.
- Post-16 open days and college visits.
- Shortlist and research suitable colleges, sixth forms, and courses
- Application support for colleges, apprenticeships, and work-based training.
- Explore subject and careers options through the Unifrog Subjects Library
- Update CVs and record achievements
- Revision techniques and study skills workshops.
- Record post-16 intentions and personal goals in Unifrog

Outcome: Students will have clear plans and applications in place for post-16 education or training.

Gatsby Benchmarks:

2. Learning from Career and Labour Market Information: Students are completing research using Unifrog and external resources to understand labour market trends, salary expectations, sector growth, and post-16 opportunities.

3. Addressing the Needs of Each Pupil: Students are completing personalised application support, one-to-one guidance, and tutor-led activities to make informed post-16 choices.

5. Encounters with Employers and Employees: Students are taking part in workshops, employer talks, and National Careers/Apprenticeship Week activities to understand careers and sector opportunities.

7. Encounters with Further and Higher Education: Students are taking part in college visits, sixth form open days, apprenticeship provider talks, and university taster sessions to explore post-16 pathways.

8. Personal Guidance: Students are completing one-to-one guidance, updating their Unifrog profiles, and finalising post-16 plans to ensure informed, personalised decisions.

Summary of Gatsby Benchmarks alignment:

1. A Stable Careers Programme:

Students experience a structured, progressive careers programme across all year groups. Year 7 introduces self-awareness and career exploration, Year 8 builds transferable skills, Year 9 focuses on post-16 pathways and informed GCSE choices, and Years 10–11 prepare students for work experience, post-16 transitions, and career decision-making.

2. Learning from Career and Labour Market Information:

Labour market information is embedded through Unifrog, assemblies, workshops, and National Careers Week/Apprenticeship Week activities. Students explore industries, job roles, and future trends at every stage.

3. Addressing the Needs of Each Pupil:

Personalised guidance is provided through tutor lessons, one-to-one meetings, and differentiated activities. Unifrog profiles allow students to reflect on skills and interests, ensuring every learner receives support tailored to their needs.

4. Linking Curriculum Learning to Careers:

From Year 7, students see connections between subjects, skills, and career opportunities. Curriculum linked activities, enterprise projects, and visits to colleges/universities broaden understanding of potential pathways and inspire aspirations.

5. Encounters with Employers and Employees:

Students engage with employers through guest speakers, virtual and in-person workshops, careers fairs, and employer-led sessions, providing meaningful insights into workplaces and industries.

6. Experiences of Workplaces:

All students participate in work experience placements, supported by preparation and reflection activities. Industry visits and enterprise projects further enhance practical understanding of the world of work.

7. Encounters with Further and Higher Education:

From Year 9 onwards, students are introduced to post-16 and higher education pathways via college/sixth form visits, apprenticeship provider talks, and university taster sessions. Parental engagement supports informed decision making.

8. Personal Guidance:

Individual careers interviews and ongoing one-to-one support guide students in making informed, personalised decisions about GCSE choices, post-16 pathways, and future careers, ensuring every student can plan their next steps with confidence.