CAREERS POLICY

2025-2026

Written by:	Annabelle Thomas
Date of last review:	October 2025
Date of next review	October 2026

This policy statement sets out the Academy's arrangements for managing the access of providers to students at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997. The school's Careers Education and Guidance Policy has been developed over a number of years by members of the school staff, taking into account feedback from students, parents, employers and relevant outside agencies. In its most recent form, it links to statutory guidance "Careers guidance and access for education and training providers" updated in May 2025.

Aim

The Careers programme is part of the Unified Academy planned curriculum and is designed to provide students with a range of externally accredited qualifications and skills to lead successful and worthwhile lives when they leave the school. We aim to provide a relevant and engaging careers curriculum which meets the differing needs and requirements of our pupils and to instil in all students the necessary confidence, awareness and flexible skills to make a successful initial transition from education into the world of work so that they are able to fulfil their potential and contribute positively to the wider community.

Careers Programme

At Unified Academy, we provide independent careers advice to all our students in the format of individualised sessions and / or group sessions led by Innervate Careers and Personal Guidance.

The programme includes these elements:

- Learning derived from current career and labour market information
- Addressing the specific needs of each student in the form of personal guidance
- Placing careers education within the curriculum as a whole
- Mapping careers activities to evidence meeting the statutory requirements of the Gatsby Career Benchmarks
- Independent travel training for any students as necessary
- Differentiated programme across school years
- Tailored experiences of the workplace opportunities across Key Stage 4

Through our careers programme we plan to:

- Prepare students for the transition to life after Unified Academy
- Promote decision-making skills in relation to option and career choice
- Provide students with broad and varied experiences
- Support students to develop personal characteristics such as social skills, communication, independence and resilience
- Inspire and motivated students to develop themselves as individuals and live as independently as possible
- Promote self-awareness and support the development of skills and behaviours required to contribute positively to the wider community
- Enable the development of a range of character attributes which underpin success in education and employment
- Promote awareness of opportunities on a local and national scale
- Develop application skills, including use of IT
- Support students in developing a personal action plan and CV
- Provide practice interviews where appropriate
- Provide support for students to experience work placement visits

- Develop links with local Colleges
- Support with transition visits / meetings with new placements
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- Provide support for students to experience work placement visits
- Support with transition visits / meetings with new placements

Impact of Careers Programme on Students

At Unified Academy we assess our careers programmes impact on students by:

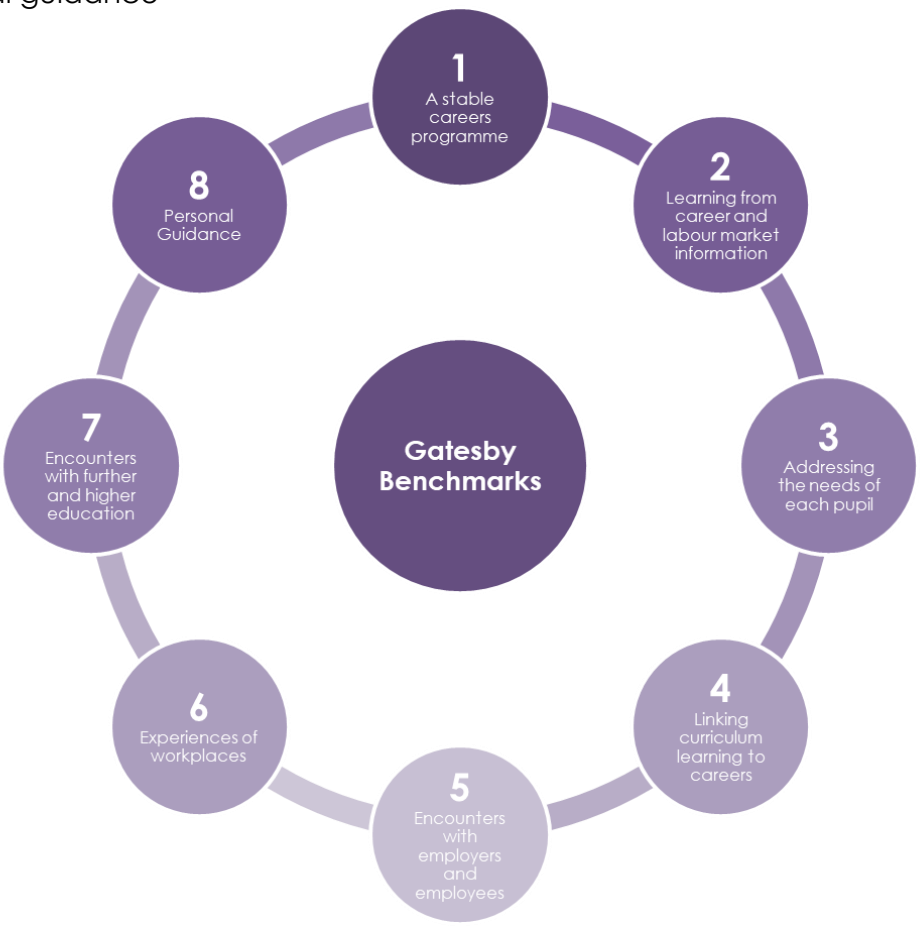
- Where appropriate, successful completion of work experience placements
- Positive student voice responses in year 11 surveys
- Low NEET figures
- Positive retention rates and sustainability of students post 16 placements (training or employment)

Gatsby Benchmarks

Unified Academy is committed to providing all students in Years 5-11 with a relevant and personalised careers programme. The programme has been assessed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2025.

The Gatsby Benchmarks:

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



Meeting the Gatsby Benchmarks is an ongoing process and detail of our current careers programme is outlined below:

Stage	Year Group	Provision	Gatsby Benchmark
Nurture	**5**	• Career focused assembly – twice yearly	1, 2, 4
	6	• Careers link in all schemes of work	1, 4
	7	• AQA Unit Award Scheme	1, 3, 4
	8	• Impartial careers guidance delivered by external providers	1, 2, 3, 8
Transition	**9**	• Entry Level Qualifications in English, maths and ICT	1, 2, 4
		• Visiting speakers: Industry, Local Authority, Uniformed Services	1, 4
		• Options event in Summer Term	1, 2, 3
Key Stage 4	**10**	• Impartial careers guidance delivered by external providers	1, 3, 8
		• Qualifications - GCSE English, maths, photography, art, science, food & nutrition, physical education	4
	11	• Review of career and learning progress and aspirations within Annual Review	1, 3, 8
		• Post 16 Transition meeting with Careers Lead	1, 2, 4
		• Career focused Assembly – twice yearly	1, 2
		• Visiting speakers: Further Education; Industry; Local Authority; Armed Forces	5, 6, 7
		• Careers/ Preparation for adulthood taught within PSHE curriculum	1, 4, 8
		• Work placement visits	5, 6
		• Student transition/college visits	7
		• Visit to national/ local careers fairs	2, 5, 7
		• Parent meetings for Year 11 transition	1, 2, 8
		• Information on website specifically aimed at students and parents	1, 2