# Careers Education and Guidance Policy

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| Senior Leader responsible | Assistant Headteacher and Careers Leader |
| Date approved by LGB | 04/03/2026 |
| Next review date | Spring Term 2027 |

# Introduction

Neatherd provides effective Careers Education, Information, Advice and Guidance (CEIAG), in line with all the statutory requirements as well as meeting the Gatsby Benchmarks. This encourages our pupils to make good choices and understand what they need to do to succeed in the careers to which they aspire. We ensure there are opportunities for a range of education and training providers to speak to pupils about technical education qualifications and apprenticeships. We provide quality unbiased careers advice and guidance to all pupils and also give meaningful opportunities for pupils to encounter the world of work.

Key terms are defined in the glossary in Appendix 1.

## Aim of the policy

The aim of this Careers and Work-Related learning policy is to acknowledge and clarify the role of the school in providing guidance to pupils about future careers and further education.

### Policy objectives

- To fulfil the statutory requirements for delivery of careers education within the curriculum
- To provide a planned programme of careers education in the curriculum that gives pupils knowledge and skills for planning and managing their careers
- To provide up-to-date and relevant careers information, including information about learning options, occupations and progression routes
- To provide work-related learning experiences within and outside of the curriculum which help pupils to learn about the world of work
- To provide personalised support and guidance, which helps pupils to manage their learning, and plan for future progression.
- To reduce the number of pupils registered as NEET.

### Responsibilities of different groups affected

Appendix 2 shows who has responsibility for the delivery of our CEIAG provision. This includes those that have a specific function to those that are fulfilling their wider responsibilities. The ethos of the structure is that a number of stakeholders play a role. This ranges from:

- Dedicated careers team providing 1-1 guidance and careers events
- Curriculum teams to ensure careers is embedded across different subject areas and the specific delivery in Society & Ethics
- The support of the pastoral team
- Identifying SLT oversight

**Statutory Requirement**

The statutory guidance was provided in January 2023. As a school we look to go above this, hence we have revalidated with Career Mark to achieve the Gold Award (which was achieved for the second time in November of 2023).

The governing body must ensure that the independent careers guidance provided:

- Is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option
- Includes information on a range of education or training options, including apprenticeships and technical education routes
- Includes guidance that the person giving it considers will promote the best interests of the pupils to whom it is given

The full statutory guidance can be accessed below (updated May 2025 version).

Careers guidance and access for education and training providers - GOV.UK

**Ofsted Guidance**

Careers education plays an important role in the updated School Inspection Handbook (2024) in relation to personal development. It states that:

*Secondary schools prepare pupils for future success in education, employment or training. They use the Gatsby Benchmarks, a framework that defines the best careers provision in schools and colleges, to develop and improve their careers provision and enable a range of education and training providers to speak to pupils in Years 8 to 13. All pupils receive unbiased information about potential next steps and high-quality careers guidance; the school meets the requirements of section 42B of the Education Act 1997. The school provides good quality, meaningful opportunities for pupils to encounter the world of work.*

Link to the full inspection handbook can be found here (updated for January 2024).

Ofsted carried out a national careers review (September 2023) with the findings being:

- Leaders and staff understand the importance of a quality careers programme
- Close working between school leaders, careers leaders, teachers and careers specialists is important for effective careers guidance
- Most schools and FE and skills providers are linking curriculum learning to careers well
- Many schools find it difficult to collect and use destinations data
- Schools and FE and skills providers understand the need to promote both technical and academic pathways. However, not all are achieving this
- Parents can be an important partner in supporting informed decision-making but are under-used
- Schools and FE and skills providers see work experience and other encounters with employers as important. However, pandemic restrictions have had some long-term adverse impact

The full document can be accessed here.

**Monitoring, Evaluation and Review of Policy**

The policy will be reviewed in relation to school governance which at the very latest every two years. Amendments may happen before that time period.

**Policy Statement on Provider Access (updated November 2025)**

The updated provider access legislation (PAL) requires Dereham Neatherd High School to provide at least six encounters with approved providers of apprenticeships and technical education for all their pupils:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend

All pupils in these year groups will be expected to attend. A full policy is included within appendix 3.

**How careers education is delivered at Neatherd High School**

As a school we take responsibility to work with pupils from year 7 to year 11 very seriously. This is reflected in our careers program that can be accessed on the school website and is included **in appendix 5.** This is a summary document of an evolving provision.

Within this, a summary document has been produced which highlights, as a school, how we meet the 8 Gatsby Benchmarks. This document can be found in appendix 4.

**Careers Website**

To meet the statutory requirements as a school, we have to provide:

- The name, email address and telephone number of the Careers Leader
- A summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about the careers programme
- How the school or college measures and assesses the impact of the careers programme on pupils;
- The date of the school's or college's next review of the information published

The Dereham Neatherd careers website can be accessed here.

**INSET**

An annual staff survey is sent to gain an understanding of the wider staff perception of careers as well as feedback on the Unifrog tutor programme.

Staff are updated about any careers related changes i.e. the 2025 changes to the Gatsby Benchmarks and the impact that will have.

**Involving parents and carers**

- Parents and pupils of Year 11 are invited to attend a Post-16 Options Evening where they are given information about how pupils should make their next steps. Pupils are then able to speak to different providers about the provision that they provide and opportunities with local employers
- Parents and pupils of Year 9 & 10 will be invited to a Careers Fair event. Pupils and parents are able to speak to different providers about the provision that they provide and opportunities with local employers
- Parents are regularly contacted referencing work experience and finding a suitable place. This includes a work experience assembly and information booklet.
- Communication will be made to parents and careers of those pupils that risk becoming NEET
- Parental and professional expertise may also be sought to help with professional lectures

**Leavers' destinations**

The school will review and evaluate the relevant leavers' data from the departing cohort. The data will be provided via the local authority. If no such data is available, the school will generate their own information. The data will be shared with senior leaders in the school and discussed at governors' meetings to discuss suitable actions.

**Careers Appointments**

Appointments will be made on a basis of need. Pupils are able to make a self-referral through their form tutor or the careers page on the website. Parents are invited to contact the school if they would like to make an appointment. At key events this is promoted to parents. All year 11s are seen on a 1-1 basis, as well as targeting some Year 10 and Year 9 pupils.

**Governing Body**

The governing body at Neatherd have oversight of the careers provision and policy. There is a link governor which at the time of writing is Georgia Cranmer.

## Appendix 1 – Glossary

| Key term | Definition |
|---|---|
| Apprenticeship | An apprenticeship is a real job with training which would allow the individual to earn while they learn, whilst gaining a nationally recognised qualification. |
| CIEAG | Careers Education Information Advice and Guidance. |
| NEET | Not in employment, education or training post-16. |
| SLT | Senior Leadership Team. |
| Work Related Learning | Planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including learning through the experience of work, learning about work and working practices, and learning the skills for work. |

# Appendix 2: Careers Staffing Structure
## Date: Ongoing

**N Sinclair** (Assistant Headteacher)
- Strategic oversight for CEIAG provision within the school.
- Reports to the governing body and senior leadership group
- LMM for the careers leader

**PCI** (Subject leader for Society and Ethics)
- Oversees the specific delivery of CEIAG within the curriculum
- Prepares long term and short-term plans for careers lessons and topics

**J Stewart-Richardson** (Careers Leader)
- Supports with post 16 event and work experience
- Career Mark responsibility
- Tutor support and link
- Analysis of leavers and future applications
- Employer engagement
- Supervision of curriculum delivery
- Ensures Neatherd meets statutory requirements
- Benchmarking programme against Gatsby

**Society & Ethics teachers**
- Deliver CEIAG curriculum

**RJE** (Careers Adviser via Beacon East)
- 1-1 careers guidance
- In on a Monday and Wednesday (subject to change)
- Attend EHCP reviews
- Attendance at careers events

**Teresa Hensellek** (School support officer for careers and 1-1 guidance advisor)
- Co-ordinates careers appointments and manages action points
- Liaison for post 16 options evening and apprenticeship events
- Work experience coordinator
- Co-ordinates mock interviews
- 1-1 careers guidance

**"In it together approach"**
- **SENCO** – review of RONI information to identify referrals for 1-1 guidance interviews
- **Directors** – referral information, point of contact for tutors and promotion of events. Main leads on assemblies to ensure WRL agenda is met
- **Subject Leaders** – promotion and management of WRL within their curriculum area
- **Subject teachers** – delivery of lessons with an emphasis upon WRL
- **STEM coordinator** – promotion of STEM subjects within school curriculum and as extra-curricular activities - **PTA**
- **Form Tutors** – delivery of key careers information for example Unifrog WEX launch.

## Appendix 3: Policy statement on provider access

**Dereham Neatherd High School: Provider Access Policy Statement**

**(To include The Department of Education, July 2021: "Baker Clause" and the Provider Access Legislation, January 2023)**

**Ownership:** Dereham Neatherd High School (Enrich Learning Trust)

**Date updated: March 2026**

**To include The CEC updated Gatsby Benchmarks when reviewed in 2026.** The key points are:

- Planning employer encounters from year 7 to year 11 – as least one each year
- Year 10 five days' work experience that is 'meaningful'
- Employer encounters need to be 'intent and outcome lead'
- Encounters need to have learning outcomes and objectives
- Include virtual encounters to broaden reach of employers and prepare students for modern workplace
- Careers needs to be embedded though out the whole school curriculum

Updated Gatsby Benchmarks adopted into latest government guidance for schools, colleges and ITPs | The Careers and Enterprise Company

### Rationale

High quality careers education and guidance in school or college is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps pupils to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

As the number of apprenticeships rises every year, it becomes increasingly important that all young people have a full understanding of all the options available to them post-16 and post-18 including wider technical education options such as T-Levels and Higher Technical Qualifications.

### Commitment

Dereham Neatherd High School is committed to ensuring there is an opportunity for a range of education and training providers to access pupils, for the purpose of informing them about approved technical education qualifications and apprenticeships. Dereham Neatherd High School is fully aware of the responsibility to set pupils on the path that will secure the best outcome which will enable them to progress in education and work and give employers the

highly skilled people they need. That means acting impartially, in line with the statutory duty, and not showing bias towards any route, be that academic or technical.

Dereham Neatherd High School endeavours to ensure that all pupils are aware of all routes to higher skills and are able to access information on technical options and apprenticeships (The Department of Education, July 2021: "Baker Clause": supporting pupils to understand the full range of education and training options, and the Provider Access Legislation, January 2023).

**Aims**

The Dereham Neatherd High School policy for Access to other education and training providers has the following aims:

- To develop the knowledge and awareness of our pupils of all career pathways available to them, including technical qualifications and apprenticeships
- To support young people to be able to learn more about opportunities for education and training outside of school before making crucial choices about their future options
- To reduce drop out from courses and avoid the risk of pupils becoming NEET (Young people not in education, employment or training)

**Pupil Entitlement**

Dereham Neatherd High School fully supports the statutory requirement for pupils to have direct access to other providers of further education training, technical training and apprenticeships. The school will comply with the new legal requirement to put on at least six encounters with providers of approved technical education qualifications or apprenticeships. Pupils will have at least two encounters in years 8 and 9, and two encounters in year 10 and 11. All pupils will be expected to attend. This will be carried out by assemblies and meaningful employer encounters throughout the academic year. All pupils in years 8 -11 are entitled to:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- to understand how to make applications for the full range of academic and technical courses.

**Development**

This policy has been developed and is reviewed annually by the Careers Leader and Line Manager (member of SLG) based on current good practice guidelines by the Department for Education.

**Links with other policies**

It supports and is underpinned by key school policies including those for Careers, Child Protection, Equality and Diversity, and SEND.

**Equality and Diversity**

Access to other providers is available and promoted to allow all pupils to access information about other providers of further education and apprenticeships. Dereham Neatherd High School is committed to encouraging all pupils to make decisions about their future based on impartial information.

**Management of provider access requests**

Requests for access should be directed to Janie Stewart-Richardson (Careers Leader) who may be contacted by telephone or email. Her e-mail address is Janie_stewart-richardson@neatherd.org and the school telephone number is: 01362 697981

**Grounds for granting requests for access**

Access will be given for providers to attend during school assemblies, timetabled Careers or Life lessons, and Careers or Raising Aspirations events that Dereham Neatherd High School is arranging. Pupils may also travel to visit another provider as part of the trip to be organised in partnership with another school from the Enrich Learning Trust.

**Details of premises or facilities to be provided to a person who is given access**

Dereham Neatherd High School will provide an appropriate room or assembly hall to be agreed. All rooms have computers, projectors and screens provided. Computer rooms can also be arranged. The Careers Leader or Careers Co-ordinator (Teresa Hensellek) will organise this, working closely with the provider to ensure the facilities are appropriate to the audience. Appropriate safeguarding checks will be carried out. Providers will be met and supervised by a member of the Careers Team who will facilitate.

**Live/Virtual encounters**

Dereham Neatherd High School will consider live online encounters with providers where requested, and these may be broadcast into classrooms or the school assembly hall. Technology checks in advance will be required to ensure compatibility of systems.

**Opportunities for access**

A number of events, integrated into the school careers programme, will offer providers an opportunity to speak to pupils and/or their parents/carers:

| | Autumn Term | Spring Term | Summer Term |
|---|---|---|---|
| Year 7 | Assemblies<br>Tutorial programme | Assemblies<br>Tutorial programme | Assemblies<br>Tutorial programme |
| Year 8 | Assemblies<br>Tutorial programme | Assemblies<br>Tutorial programme | Assemblies<br>Tutorial programme |
| Year 9 | Assemblies<br>Tutorial programme | Year 9 Options Evening<br>Careers Fair<br>Tutorial programme | Assemblies<br>Tutorial programme |
| Year 10 | Assemblies<br>Tutorial programme | Careers Fair<br>Tutorial programme | Work experience |
| Year 11 | Post 16 Options Evening<br>Year 11 tutorial enrichment programme<br>Year 11 interview day | Assemblies | Assemblies |

We actively encourage you to engage with us to help improve our provision.

We have Unifrog; which brings all the available information into one comprehensive, user-friendly platform that supports pupils to make the best choices and submit the strongest applications. Unifrog also empower teachers and counsellors to manage progression effectively. They also partner with universities and employers to further support pupils to be successful. Unifrog also supports pupils with Work Experience placements as well as to provide resources for subjects to embed careers across the curriculum in line with the 2025 Gatsby Benchmark changes.

**Parents and Carers**

Parental involvement is encouraged, and parents may be invited to attend the events to meet the providers i.e. Post 16 Options evening and the Careers Fair.

**Management**

The Careers Leader coordinates all provider requests and is responsible to his/her senior management line manager.

**Complaints Procedure**

Any complaints about this policy in the first instance should be raised to the school's Careers Lead, Janie Stewart-Richardson, email: Janie_stewart-richardson@neatherd.org. Janie Stewart-Richardson will raise the complaint to the senior leader who has responsibility for careers at Dereham Neatherd High School.

**Monitoring review and evaluation**

The Policy is monitored and evaluated annually via the Senior Leadership Group in partnership with the governing body.

***Policy Coordinator: Nigel Sinclair (Assistant Headteacher)***

***Policy Reviewed: March 2026***

Approved 4th March 2026 by Governors at Curriculum and Standards Committee

Next review: *Spring 2027*

Signed: *Alex Bucher* Chair of Governors *Jaime Mallett* Head teacher

**Notes:**

**Providers who have been invited into Dereham Neatherd High School to date include:**

- University Technical College Norwich
- Poultec
- City College (Norwich)
- Easton College
- College of West Anglia
- JTL training
- Nova Training
- Norwich University of the Arts

**Destinations of previous pupils from Dereham Neatherd High School Name of School include:**

Top Providers in 2025:

- · City College (69)
- · Dereham Sixth Form College (45)
- · Easton College (26)
- · Notre Dame High School (12)
- · Sir Isaac Newton Sixth Form Free School (12)
- · City of Norwich School (10)

Top Providers in 2024:

- City College (83)
- Dereham Sixth Form College (45)
- Easton College (28)
- Sir Isaac Newton Sixth Form Free School (8)
- Notre Dame High School (3)
- Jane Austen College (8)

Top Providers in 2023:

- City College (77)
- Dereham Sixth Form College (49)
- Easton College (24)
- Sir Isaac Newton Sixth Form Free School 20
- Notre Dame High School (10)
- Jane Austen College (8)

Top six providers in 2022:

- City College Norwich (43)
- Dereham Sixth Form College (43)
- Easton College (19)
- Sir Isaac Newton (16)
- The College of West Anglia (11)
- Jane Austen College (10)

Top six providers in 2021:

- City College Norwich (88)
- Dereham Sixth Form (57)
- Easton College (10)
- Sir Isaac Newton (8)
- Jane Austen College (8)
- Notre Dame High School (6)

## Appendix 4: Gatsby Benchmarks: 2024 ongoing

| Gatsby Benchmark | How we meet it |
|---|---|
| 1. A stable careers programme | • Our policies and provision are written down and displayed on the website<br>• Has an appointed member of SLT (NSI) who feeds into governors and the wider leadership team<br>• Has an allocated budget which is used for work experience, personal guidance and day-to-day resources<br>• Evaluation takes place i.e. stakeholder survey (pupils, staff, employers and parents). The careers advisor also collects termly feedback sheets which are shared. A development will be that the Careers Leader will observe the guidance advisor during a 1-1 appointment<br>• Feedback is sought from employers i.e. work experience<br>• A careers leader is in place (JSR completed level 6 careers lead course). She is supported by a careers co-ordinator (THE who is training to become a qualified level 6 advisor) and personal guidance advisor RJE from Beacon East. A link with Enterprise Coordinator for Breckland and North Norfolk – Alison Ward.<br>• Links to local networks<br>• Use of Compass+ to track activities and identify individual provision for different pupils<br>• Use of Unifrog to track activities and individual provision for pupils e.g. author visits |
| 2. Learning from career and labour market information | • Labour market information is delivered in personal guidance meetings<br>• Society & Ethics lessons deliver careers specific lessons and would address this. This is supported by a trial with sessions being delivered by form tutors<br>• Year 11 pupils take part in an interview process<br>• Work experience program<br>• Pupils have access to HelpYouChoose and Unifrog<br>• Pupil publications i.e. Norfolk Work & Skills: Information and guidance for young people<br>• Tutorial sessions for years 7,8, 9,10 and 11 with opportunities to look at local LMI on Unifrog for careers profiles |
| 3. Addressing the needs of each pupil | • Significant work takes place in the assembly programme when challenging stereotypical thinking i.e. encouraging girls into STEM careers<br>• Destination data is tracked but at present to 2 years<br>• Works with the LEA to share information i.e. destinations data<br>• Careers advisor attends ECHP meetings<br>• Utilises RONI information to identify potential NEET pupils<br>• Year 9 options event<br>• Year 11 mentoring program established with identified pupils<br>• The Careers Advisor (RJE) also offers a drop-in session which is available to all pupils on a Thursday, 12.30-1pm |

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| 4. Linking curriculum learning to careers | • Society & Ethics specifically covers careers<br>• Curriculum map identify what is delivered. Links can then be identified to careers i.e. in geography there is a unit on economic geography in year 8<br>• Departmental extra-curricular i.e. trips, science fair, SNAG club etc<br>• Subject ambassadors are in place for science, maths, English, MFL, technology, food tech and PE. They have implemented careers provision into their subject areas<br>• Subject ambassadors are now in all subjects. They are creating careers slides to introduce units of work linked to careers in all their SOL for all year groups<br>• Subject ambassadors are also asked to arrange ONE meaningful encounter with a professional in their subject for a year group each school year |
| 5. Encounters with employers and employees | • Work experience program in year 10<br>• Trips<br>• Assembly program. Specifically, in the Autumn term with year 11<br>• STEM program has specific links with employers<br>• Some ad-hoc examples within subject areas i.e. computing a gaming expert<br>• Construction workshops with Gavin Springall, Persimmons<br>• Author visits |
| 6. Experiences of workplaces | • Work experience program in year 10 (whole year group)<br>• Trips |
| 7. Encounters with further and higher education | • Assembly program. Specifically, in the Autumn term with year 11<br>• Post 16 Options Evening. This includes sixth form colleges, apprenticeship provides, FE colleges, training providers and HE providers<br>• Careers Fair in February |
| 8. Personal guidance | • All pupils would have had an interview with a professional and impartial careers advisor by the end of year 11. This is outsourced to Beacon East and provision stands at 55 days<br>• Clear referral system in place to determine pupil need<br>• Appointments are made for pupils from year 9 and self-referral is available to all pupils<br>• RJE who provides guidance is level 6 qualified |

**Appendix 5 – CEIAG Overview**

# Dereham Neatherd CEIAG overview

This programme was produced by J Stewart-Richardson (Careers Leader). This is a working document as we continue to add to our provision. This overview is careers-specific events and activities. For each academic year we produce a Compass+ report which shows subtle changes between the years i.e. who the assembly providers were

| Term | | Activity | Year group | Gatsby |
|---|---|---|---|---|
| Autumn (1) | | Post 16 assembly programme. This was involving an extensive range of providers from sixth forms, colleges, apprenticeship training providers and an employer. Assemblies have typically included. Wymondham High Sixth Form, Poultec Training, Sir Isaac Newton Sixth Form, Easton / City and Paston Colleges, Dereham Sixth Form College, Reepham Sixth Form, University Technical College Norwich, the local authority in relation to Technical Levels, Breckland District Council. | 11 | 2, 5, 7 |
| | | Year 11 tutorial enrichment programme. This looks at post 16 options, comparing higher education and apprenticeships; considering the individual aspirations of pupils and discussing the effect AI could have on the job market. | 11 | 2 |
| | | Post 16 Options Evening. Over 40 providers typically attend covering all the different post 16 options routes that exist | 11 | 2,5,7 |
| | | 1-1 guidance appointments with a level 6 qualified advisor. All pupils receive a personalised action plan which is shared with stakeholders. Systematic records of each appointment are kept. | 11 | 3,8 |
| | Ongoing | Careers Newsletter which is weekly and shared with pupils and parents / carers. In the Students Careers Teams | 11, 10 | 2 |
| | Ongoing | Year 11 Careers group on Teams. A wide range of careers related information is shared i.e. upcoming events, post 16 information and labour market information. The information is well populated and regularly updated. | 11 | 2 |
| | Ongoing | SNAG gardening group. Ongoing working group that runs all year round. | 7,8,9,10,11 | 4 |

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| | | Year 11 geography trip to London. Pupils take on the role of researchers to investigation urban deprivation. The trips links to town planning and GIS for supermarkets. | 11 | 4 |
| | Ongoing | Careers library which all pupils have access to. This is continually added to with new material. | 11,10,9,8,7 | 2 |
| | | Year 7 careers tutorial programme. Topics covered include: reflect on who you are, explore dream jobs, learn about careers and the future as well as discussing the importance of work-life balance. | 7 | 2,4 |
| Autumn (2) | | Year 11 interview day. Pupils take part in a mock interview process with a wide range of employers. The process takes place over a period of two days. | 11 | 5 |
| | | Year 8 tutorial programme. Topics will cover: reflect on your interests, exploring CVs, learning about the workplace, defining success and learn about careers and the climate. Finding out how to create the life you want. | 8 | 2,4 |
| | | Year 9 options evening. Pupils have the opportunity to explore what choices that they would like to at GCSE. The evening is supported with a comprehensive options booklet | 9 | 3 |
| Spring (1) | | Year 9 tutorial programme. Topics will cover: reflect on skills, explore learning pathways after school and how to choose KS4 options. Find out how to take control of your career journey, learning how to manage money and learn about the labour market. | 9 | 2,3,4 |
| | | Apprenticeship Fair. Over 30 training providers and employers in attendance. Years 10 and 9 invited. Parents / carers can also attend. | 10,9 | 5,7 |
| | | National Careers Week. A range of careers related activities take place i.e. Displays, tutorial information, assemblies and interactive pupil activities | All years | 2,4 |
| Spring (2) | | Year 10 tutorial programme. Reflect on career journey and explore employer profiles. Learn about different career types and prepare for work experience Learning about workplace well being and discuss hybrid and remote working. | 10 | 2,4 |

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|---|---|---|---|---|
| | | Year 10 work experience. A week-long placement in a wide range of placements. | 10 | 5 |
| Summer (2) | | Science Fair. Pupils taking part in a science fair, supported by employers. | 10,9,8,7 | 5 |