



Careers Strategy 2025-2027

Vision

Our vision for careers guidance and transition education is to prepare our students to make an effective contribution to society in the future and develop and achieve aspirations for a fulfilled and happy life.

We want our students to be fully prepared, well-informed, with clear ideas about the careers they wish to pursue and the routes to achieve these. We want to provide our students with opportunities to experience the world of work and the skills to succeed. We want to help our students develop self-awareness, study skills, employability skills and expose them to opportunities based on their interests that will aid them to identify and follow a sustainable career path.

We will complete this work using a therapeutic approach to best meet each student's individual needs.

Mission statement

Our mission is:

- To assist students in identifying and raising their aspirations
- To prepare our students for the world of work
- To assist students in improving self-awareness
- To assist students in developing their personal skills
- To enable students to learn about the post-16 options available to them
- To develop each student's skills for self-learning and assessment
- To improve each student's social skills

Objective 1: *Students can understand their role in careers education developing self-awareness, self-determination and a desire for self-improvement.*

Links to Gatsby Benchmarks:GB1, GB3, GB7, GB8

What will success look like? What do we need to achieve?	How will this be achieved?
All students will understand the benefits of careers learning, employability, enterprise activities and experiences	• Full explanation given during induction for new students when they meet with their Transition Coordinator
All students will engage and participate in the transition lesson scheme of work	• A varied and interesting range of topics delivered to meet each student's needs and that are of value for the future
Students will identify their interests, their skills and areas for improvement	• Aptitude tests • Buzz tests • V.A.K. tests • skills assessments and skills gap analysis offered as part of the transition curriculum
Lessons will be ability-led and delivered at a pace that suits the student	• 1:1 teaching for all lessons
Students will recognise the skills they require to achieve their aspirations and will work towards areas for improvement while also taking time to focus on the positive aspects of their wellbeing, progress and achievements	• Aspiration plans for all year 10's and year 11's to combine transition and therapeutic needs • Therapeutic education provided to prepare them to move on

Objective 2: <i>Students can understand about careers and the world of work.</i>	
Links to Gatsby Benchmarks: GB1, GB2, GB4, GB5, GB6	
What will success look like? What do we need to achieve?	How will this be achieved?
Students will have opportunities to investigate a range of careers and understand different career sectors	• Research after aptitude testing • Employer encounters during career events
Students will understand the importance of job satisfaction, set goals, clarify their aspirations, investigate the skills, knowledge and qualifications needed and set a plan to reach their goals, including the opportunity to consider the reality of their understanding of their chosen career/job	• Lessons delivered as part of the transition curriculum • Careers-related objectives added to English, maths and science lesson plans that link to subject, assisting students to see the connection between subjects/topics and job roles.
Students will learn about the job market in general, the factors that can influence the availability of jobs and their effects	• Lessons delivered as part of the transition curriculum
Students will be able to access, interrogate and use labour market information	• Student mentors understand: • the term labour market information (LMI) • what this is LMI and • how to access this so that they can teach this to an appropriate level.
Students will have the opportunity to participate in a risk-assessed and meaningful work experience placement	• Specific lesson plan for researching and arranging work experience placements • Opportunities for internal work experience for students who are unable to participate in an external placement.

Objective 3: *Students can understand the importance of managing their career and of strong, transferable employability skills*

Links to Gatsby Benchmarks: GB1, GB3 GB4, GB5, GB6, GB7, GB8

What will success look like? What do we need to achieve?	How will this be achieved?
Students will take an active interest in their future career routes and are well informed to be able to discuss these with parents / carers and staff	• 1:1 teaching at student's pace with two-way discussion about all aspects of careers education and learning
Students will be offered the opportunity to participate in meaningful work experience placements, workplace visits and / or employer encounters that allow them to spend time with other employees incorporating opportunities to ask questions.	• Participation in career events • Specific lesson plan for researching and arranging work experience placements
Students will engage with career events run by the school	• A wide range of activities, games, speakers and visits arranged to interest students and offer them the opportunity to learn and develop
Students will receive a 1:1 careers interview in years 9, 10 and 11 with an impartial careers adviser	• SLA with Essex County Council Preparation for Adulthood Team
Students will use information given to make plans and decisions affecting their future learning and career paths.	• Students will receive feedback from assessments, tests and exams • Student will, with support, use the feedback to structure future learning and improve their outcomes