

Appendix 1



Careers Programme 2026-2027

The Careers programme is delivered to all Ys through Life skills lessons, assemblies, events and talks as well as through the curriculum and other opportunities. This is a very much a flexible programme, with events being added or changed. Updates will be put on the Careers webpage and other virtual platforms.

The programme follows the Gatsby Benchmarks and the CDI Framework. More details about the Gatsby Benchmarks can be found here:

<https://www.careersandenterprise.co.uk/schools-colleges/gatsby-benchmarks>

Details about the CDI frameworks can be found here:

<https://www.thecdi.net/resources/cdi-framework>

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

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Careers Learning Outcomes

	Self-Awareness	Career Exploration	Career Management	Employability & Skills for Work	Decision-Making & Reflection
Year 7	Students recognise their personal strengths, interests, and values.	Students explore a range of job sectors and understand what work is.	Students begin setting simple personal goals and understand that careers develop over time.	Students develop teamwork and communication through classroom and Life Skills activities.	Students reflect on their learning experiences and recognise how choices influence progress.
Year 8	Students can describe their developing skills, strengths, and achievements.	Students explore a wider range of career sectors and challenge stereotypes in work.	Students start to plan short-term goals linked to subjects and future interests.	Students build confidence in presenting and collaborating effectively.	Students reflect on feedback and use it to identify areas for improvement.
Year 9	Students understand how their interests and strengths influence GCSE subject choices. ⁹⁰	Students research subjects and pathways connected to different careers.	Students make informed decisions about GCSE options based on accurate information.	Students apply employability skills in group projects and employer-led activities.	Students evaluate decisions made and recognise how they shape future opportunities.
Year 10	Students identify their strengths, achievements, and aspirations for the future.	Students research post-16 options and engage with employers and training providers.	Students plan, undertake, and reflect on work-related experiences.	Students demonstrate professionalism and employability skills in practical settings.	Students reflect on experiences to refine their goals and next steps.
Year 11	Students articulate their skills, values, and achievements confidently in applications and interviews.	Students explore post-16 and post-18 pathways and assess their suitability.	Students take ownership of their post-16 plans and prepare for transition.	Students demonstrate maturity, initiative, and readiness for further study or employment.	Students reflect on their progress to make informed, aspirational, and realistic decisions.

Engagement & Communication of careers program

	Programme Awareness	Engagement & Activities	Communication Channels	Feedback & Evaluation
Students	Careers programme explained in assemblies, tutor sessions, and Life Skills.	Participate in careers lessons, events, and encounters.	Tutor slides, assemblies, noticeboards, student bulletin.	FSQ, Unifrog reflections, student voice surveys.
Parents & Carers	Careers Programme and policy published on website with annual update.	Attend Post-16 evenings and employer talks; support decision-making.	Website, newsletters, parent mail, social media.	Parent feedback surveys, event evaluations.
Staff	Careers embedded within CPD and subject curriculum planning.	Deliver subject-linked careers lessons and employer encounters.	Staff briefings, CPD sessions, Teams/SharePoint.	Departmental reviews, QA, staff surveys.
Employers & Providers	Invited through Provider Access arrangements and CEIAG calendar.	Deliver talks, workshops, work experience placements.	Email, LinkedIn alumni network, Careers Leader contact.	Post-event feedback forms, Careers Hub evaluations.
Governors	Receive termly updates from Careers Leader and review impact.	Monitor compliance and strategic objectives.	Committee meetings, SLT reports.	Governor meeting minutes, annual review.

Student Entitlement Statement

As a student at Goldington Academy, you are entitled to receive a careers education programme that helps you to make informed, aspirational and realistic decisions about your future.

You are entitled to:

- Access impartial careers information, advice and guidance throughout your time at the school.
- Learn about a wide range of education, training and employment pathways, including sixth forms, colleges, apprenticeships, T Levels, higher education and employment.
- Access up-to-date labour market information to help you understand future opportunities and make informed decisions.
- Take part in careers education through Life Skills lessons, tutor activities, assemblies, curriculum learning and enrichment opportunities.
- Meet employers, employees, further education providers, apprenticeship providers and higher education representatives through a range of planned encounters.
- Participate in workplace and work-related learning experiences appropriate to your age and stage of education.
- Receive support to make informed decisions at key transition points, including GCSE options and post-16 progression.
- Access the Unifrog careers platform and other careers resources to research opportunities and record careers activities.
- Receive at least one personal guidance interview with a qualified careers adviser before leaving Year 11, with additional support available where appropriate.
- Receive careers support that is tailored to your individual needs, including additional guidance and interventions where required.
- Have opportunities to provide feedback on the careers programme and help shape future careers provision.

Goldington Academy is committed to ensuring that every student is supported to develop the knowledge, skills and confidence needed to manage their future learning and career journeys successfully.

Year Group Calendars

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 7 Content	FSQ Evaluation Form Time Future Focus PP opportunities	GA Post-16 Week Form Time Future Focus English Careers Starters	National Apprenticeship Week Form Time Future Focus Online Apprenticeships Talks made available	Form Time Future Focus Online Career Talks made available Maths Careers Starters Author Visit Employer/Industry careers assembly	Form Time Future Focus Life skills - Future Careers	Form Time Future Focus Science & STEM Careers Starters Goldington Careers Week
Gatsby Benchmarks	BM - 1,2 & 3	BM - 4	BM - 2,5 & 7	BM - 2,5 & 7	BM - 4 & 5	BM - 1,4 & 3

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 8 Content	School runner - Work experience	GA Post-16 Week Form Time Future Focus English Careers Starters	Life skills - Life & Work National Apprenticeship Week Form Time Future Focus Online Apprenticeships Talks made available	National Careers week Form Time Future Focus Online Career Talks made available Maths Careers Starters	Form Time Future Focus	Form Time Future Focus Science & STEM Careers Starters Goldington Careers Week
Gatsby Benchmarks Met	BM - 1,2 & 6	BM - 3 & 4	BM - 2,5 & 7	BM - 2,5 & 7	BM - 1 & 4	BM - 3 & 4

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 9 Content	STEM Fair trip	GA Post-16 Week Form Time Future Focus English Careers Starters SEN - University careers fair	Life skills - Post -16 pathways National Apprenticeship Week Form Time Future Focus Online Apprenticeships Talks made available FSQ Evaluation	National Careers week Form Time Future Focus Online Career Talks made available Maths Careers Starters PP Careers guidance	Form Time Future Focus Work Shadowing	Form Time Future Focus Science & STEM Careers Starters Goldington Careers Week
Gatsby Benchmarks Met	BM - 1, 2 & 6	BM - 3, 4 & 7	BM - 2, 5 & 7	BM - 1, 2 & 5	BM - 3, 4 & 8	BM - 4, 5 & 6

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 10 Content	FSQ Evaluation	GA Post-16 Week English Careers Starters SEN - University careers fair	National Apprenticeship Week Online Apprenticeships Talks made available Careers Guidance starts - Labour market information	National Careers week Online Career Talks made available Maths Careers Starters	Life skills - Deciding post-16 destinations	Science & STEM Careers Starters Goldington Careers Week
Gatsby Benchmarks Met		BM - 1, 2 & 7	BM - 2, 5 & 7	BM - 2, 4 & 5	BM - 3, 7 & 8	BM - 4, 5 & 6

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 11 Content	Post 16 Provider assemblies Online interactive careers fair Post 16 Provider	GA Post-16 Week English Careers Starters Further Careers guidance Post 16 Provider assemblies Mock interviews	National Apprenticeship Week Online Apprenticeships Talks made available	National Careers week Online Career Talks made available Maths Careers Starters	Science & STEM Careers Starters	Goldington Careers Week
Gatsby Benchmarks Met	BM - 1, 7 & 8	BM - 1, 2 & 7	BM - 5, 7 & 8	BM - 2, 5 & 7		BM - 4, 5 & 6

Overview			
Benchmark 1	Benchmark 2	Benchmark 3	Benchmark 4
A stable careers programme	Learning from careers and labour market information	Addressing the needs of each student	Linking curriculum learning to careers
Careers programme delivered through Life Skills, form time, curriculum lessons, and assemblies. Weekly SLT meetings to review and plan provision. Termly meetings with Governors and key groups (SEN, PP, More Able, LAC/PLAC). Level 6 qualified Careers Leader overseeing provision. Programme designed to meet the needs of all students. Parents and students have access via the school website and direct contact. Regular updates published and shared with key stakeholders. Programme evaluated through FSQ and Microsoft Forms feedback.	Students/parents access careers and labour market information through Unifrog and AppicaaOne. Careers and labour market education delivered in Life Skills and form time sessions. Parent information evenings (Post-16) supported by letters and resources sent home. Careers guidance meetings held with students and parents to inform decision-making. PP and SEN students receive additional targeted careers meetings to ensure individual needs are met.	Future Focus sessions delivered during KS3 form time. Careers education embedded into Life Skills lessons from Year 7 to Year 10. Year 11 students receive assemblies on careers and Post-16 pathways. Student participation in careers activities recorded and tracked through Unifrog. Careers data reviewed during academic mentoring to support individual guidance. Destination data collected, analysed, and used to inform provision.	Careers Champions in Maths, English, and Science lead subject-specific careers activities, including one half-term of careers-related lesson starters. Goldington Careers Week ensures all subjects embed careers-focused discussions and activities. Careers in education explored through Life Skills lessons.

Overview			
Benchmark 5	Benchmark 6	Benchmark 7	Benchmark 8
Encounters with employers and employees	Experiences of workplaces	Encounters with further and higher education	Personal guidance
Employer-led assemblies delivered during Goldington Careers Week. Employer engagement through subject-specific activities, including an English author visit and Art exhibition meeting. All school trips incorporate careers talks; e.g., the North Wales trip included discussions with outdoor education staff. Young Enterprise Company Programme provides direct employer-linked experience	Year 9 students complete a work shadowing day with a family member. Students gain experience through the “School Runner” programme, working as reception assistants.	Post-16 assemblies delivered to inform students of progression pathways. Information documents on Post-16 options shared with parents. Subject-specific visits to Bedford University and whole-school university assemblies. National Apprenticeships Week activities embedded into the careers programme. Goldington Post-16 Week provides focused preparation for transition. Online Bedford talks delivered to broaden awareness of higher education opportunities.	All students receive at least one personal guidance meeting with a qualified careers adviser by the end of Year 11. SEN and PP students receive additional targeted guidance meetings. Extra meetings available on request for parents and carers.

Activity	Department	Year Groups	No. Of Students	Frequency	Bench Marks
Cuffley Trip	PE	Y7	60	Annually	
Towers Trip	PE	Y8 Y9	60	Annually	
Bronze DofE	DofE	Y9	60	Twice yearly	
DofE Silver	DofE	Y10	30	Twice yearly	
Young Enterprise	Enterprise and Marketing	Y11	8	Weekly	
Bedford School Observatory	Science	Y11	16	Annually	
CSI: Blood Pool	Science	Y7	192	Annually	
Bletchley Park	Computing	Y10	30	Annually	
Cybersecurity simulator	Computing	Y10	30 - 40	Weekly	
Online Safety Alliance Certificate	Computing	Y7 Y9	All	Once in Y7 & Y9	
Hackathon	Computing	Y10	10	Annually	
Tour of the school servers	Computing	Y10	30 - 40	Annually	
Computing club	Computing	Y7 Y8 Y9 Y10 Y11	15	Weekly	
Computing competition	Computing	Y7 Y8 Y9		Annually	
IT careers talk	Computing	Y10	30 - 40	Annually	
GCSE Geography Southwold	Geography	Y11	123	Annually	
Sustainability study	Geography	Y10	110	Annually	
Foster Hill Cemetery Trip	Geography	Y9	190	Annually	
A Christmas Carol performance	English	Y11	190	Annually	
Colpac Ltd	D&T	Y10	44	Annually	
Madrid trip	Spanish	Y11 Y10	30	Bi-Annually	
Forest of Marston Vale	Geography	Y8	190	Annually	
Sorrento 2027	Geography	Y10 Y11	40	Annually	
Big Ideas for Bright Minds	More Able	Y10	14	Annually	
ASIT lectures	More Able	Y9 Y10	20	Half Termly	

Activity	Department	Year Groups	No. Of Students	Frequency	Bench Marks
Y7 & Y9 Family Challenges	More Able	Y7 Y9	60	Twice annually	
Goldington Distinction Award	More Able	Y7 Y8	50	Annually	
Scholars Programme	More Able	Y9	14	Weekly	
UKMT Maths Team Challenge	Mathematics	Y8 Y9	4	Annually	
UKMT Maths Challenge	Mathematics	Y7 Y8 Y9 Y10	240	Annually	
Creative Pathways	Music	Y10 Y11	40	Termly	
Ely Cathedral	RPE	Y8	100	Annually	
Philosophy club	RPE	Y7 Y8 Y9 Y10 Y11	20	Weekly	
Illustration workshop	Art	Y9	11	Weekly	
Girls into coaching course	Sports studies	Y10	10	Yearly	
Engineer talk	Science	Y7,8 11	15	One off	
Mountfitchet Castle trip	History	Y7	120	Yearly	
Imperial War Museum trip	History	Y9	65	Yearly	
Chester House trip	History	Y8	60	Yearly	
Cadbury World	Creative iMedia	Y10	18	Yearly	
Art workshop	Art	Y9	10	Yearly	
Class discussions	D&T	All years	600	Termly	