



Cambridge Park Academy

Careers Programme 2025-26 KS4



Intent of Careers Programme at KS4 ***Developing Skills and Making Choices***

As our pupils enter KS4, we support them to build on their self-awareness, develop aspirations, and engage with the wider world of work in a way that is meaningful and accessible to their needs. Our careers programme at KS4 supports each learner to leave school with a clear sense of purpose, self-belief and the practical tools to pursue a fulfilling future, whatever that may look like for them.

We aim to:

- Equip pupils with practical knowledge and skills they will need in adult life, including, work-related learning, travel training, money management and communication.
- Provide high-quality careers guidance, tailored to each learner's EHCP outcome and aspirations.
- Offer meaningful work-related experiences such as internal and external work placements, employer visits, mock interviews and enterprise projects.
- Support pupils to explore and understand different post-16 pathways, including college, apprenticeships and supported employment.
- Encourage reflection and decision-making through tools like career action plans, vocational profiles and transition reviews.
- Build resilience, confidence and independence, preparing young people for the challenges and opportunities of adult life.

Gatsby Benchmark	Termly Planned Activities		
	Autumn	Spring	Summer
1 - A STABLE CAREERS PROGRAMME	<ul style="list-style-type: none"> • School careers programme. • Termly updates to Governors. 	<ul style="list-style-type: none"> • School careers programme. • Termly updates to Governors. 	<ul style="list-style-type: none"> • School careers programme.

	<ul style="list-style-type: none"> • Careers meetings with SLT termly • Annual Leadership Review (October 2025) • Careers Team to meet termly • Termly meetings with Careers Enterprise advisor • Compass Plus update – via the wider curriculum tracker. 	<ul style="list-style-type: none"> • Careers meetings with SLT termly. • Careers Team to meet termly • Termly meetings with Careers Enterprise advisor • Compass Plus update – via the wider curriculum tracker. 	<ul style="list-style-type: none"> • Termly updates to Governors. • Careers meetings with SLT termly. • Careers Team to meet termly • Policy review • Termly meetings with Careers Enterprise advisor • Compass Plus update – via the wider curriculum tracker.
<p>2 - LEARNING FROM CAREER AND LABOUR MARKET INFORMATION.</p>	<ul style="list-style-type: none"> • Parents and careers have access to LMI resources through website. • Parents' evening – career choices information available. • Pathway discussions held during annual EHCP reviews. • Parents evening – information from agencies available for parents/carers. 	<ul style="list-style-type: none"> • Parents and careers have access to LMI resources through website. • Parents' evening – career choices information available. • Pathway discussions held during annual EHCP reviews. • Parents evening – information from agencies available for parents/carers. 	<ul style="list-style-type: none"> • Parents and careers have access to LMI resources through website. • Parents' evening – career choices information available. • Pathway discussions held during annual EHCP reviews. • Parents evening – information from agencies available for parents/carers.

		<ul style="list-style-type: none"> Teacher CPD Gatsby Benchmark 2 – how to learn from LMI. 	
3 - ADDRESSING THE NEEDS OF EACH YOUNG PERSON	<ul style="list-style-type: none"> Annual EHCP meetings Careers Advisor individual meeting FSQ where appropriate All about me activities: <ul style="list-style-type: none"> Strengths Dreams Interests 	<ul style="list-style-type: none"> Annual EHCP meetings FSQ where appropriate 	<ul style="list-style-type: none"> Annual EHCP meetings FSQ where appropriate Transition support All about me activities: <ul style="list-style-type: none"> Strengths Dreams Interests
4 - LINKING CURRICULUM LEARNING TO CAREERS	<ul style="list-style-type: none"> Careers embedded into the curriculum through discussions of skills used over the curriculum and how these may be applicable into the world of work. Visits into the community or visits that support the curriculum. Junior Seafood Competition (Year 10) Highlighted pupils to visit a working farm for work experience. 	<ul style="list-style-type: none"> Careers embedded into the curriculum through discussions of skills used over the curriculum and how these may be applicable into the world of work. Visits into the community or visits that support the curriculum. Enterprise clubs – crafts STEM activities and visits (WiME) Science Week 	<ul style="list-style-type: none"> Careers embedded into the curriculum through discussions of skills used over the curriculum and how these may be applicable into the world of work. Visits into the community or visits that support the curriculum. Enterprise activities – pupils design and make items to sell at the Summer Fayre

	<ul style="list-style-type: none"> • Charity work experience at Tesco involving budgeting. • PD lessons via accredited course (Functional Curriculum) • All about me activities: <ul style="list-style-type: none"> • Strengths • Dreams • Interests 	<ul style="list-style-type: none"> • Try a Trade Day hosted at CPA • PD lessons via accredited course (Functional Curriculum) • My Skills passports • CV building • Aspiring job profiles 	<ul style="list-style-type: none"> • PD lessons via accredited course (Functional Curriculum)
5 - ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES.	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Careers focused visits – Tesco, Made Great in Grimsby • Farm work experience for highlighted pupils. • Charity work experience at Tesco 	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Try a Trade Day hosted at CPA (March 2026) • Careers focused visits – Tesco, Made Great in Grimsby, Farm Visits 	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Careers focused visits – Tesco, Made Great in Grimsby, Farm Visits • Work experience
6 - EXPERIENCES OF WORKPLACES	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Job applications for job roles within school. 	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Internal work experience for Year 10 and 11 pupils. 	<ul style="list-style-type: none"> • Visits into the community or visits that support the curriculum. • Internal work experience for Year 10 and 11 pupils.

	<ul style="list-style-type: none"> • Mock interviews • "Work Experience Wednesdays" at 6th Form 	<ul style="list-style-type: none"> • "Work Experience Wednesdays" at 6th Form 	<ul style="list-style-type: none"> • "Work Experience Wednesdays" at 6th Form • Highlighted Year 11 pupils for external work experience – employers or 6th form.
7 - ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION	<ul style="list-style-type: none"> • Internal work experience for Year 9 pupils. • Parents evening – further education providers present and there to give individual support. • Visits to Linkage, GIFHE, CPA 6th Form 	<ul style="list-style-type: none"> • Student Alumni speakers in assembly. • Parents evening – further education providers present and there to give individual support. • Visits to Linkage, GIFHE, CPA 6th Form • STEM Conference at Franklin College 	<ul style="list-style-type: none"> • Parents evening – further education providers present and there to give individual support. • Visits to Linkage, GIFHE, CPA 6th Form • Transition support – individual or group
8 - PERSONAL GUIDANCE	<ul style="list-style-type: none"> • Annual EHCP reviews discusses futures and possible opportunities at Post 16 and beyond. • Parents evening – further education providers present and there to give individual support. • Parent Coffee Morning – Careers based. 	<ul style="list-style-type: none"> • Annual EHCP reviews discusses futures and possible opportunities at Post 16 and beyond. • Parents evening – further education providers present and there to give individual support. 	<ul style="list-style-type: none"> • Annual EHCP reviews discusses futures and possible opportunities at Post 16 and beyond. • Careers advisor introduction for Year 10s • Parents evening – further education providers present and there to give individual support.

	<ul style="list-style-type: none">• Careers Advisor individual meetings with Year 11.		<ul style="list-style-type: none">• Transition workshops – Compass Go
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