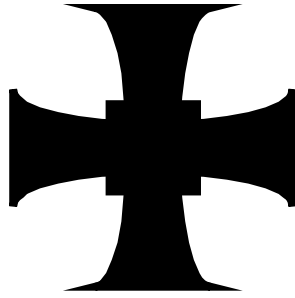


TRINITY SCHOOL CARLISLE



A CHURCH OF ENGLAND ACADEMY

CAREERS POLICY

Pastoral Committee

Reviewed: May 2025

Approved and ratified by the Pastoral Committee: June 2025

Next review: May 2027

Trinity School Careers Policy Vision Statement:

At Trinity School, we are committed to providing a high-quality, inclusive careers education that empowers all students to make informed and aspirational choices about their future. Through personalised guidance, employer engagement, and real-world learning experiences, we equip students with the skills, knowledge, and confidence to navigate their post-16 and post-18 pathways. Our careers provision aligns with the Gatsby Benchmarks and statutory requirements, ensuring that every student is prepared for success in further education, employment, or training.

Contents

1. Current Provision
2. Aims and objectives
3. Careers programme delivery
4. Monitoring and evaluation
5. Yearly plan
6. Supporting links

1. Current Provision

We use the Compass+ evaluation tool termly to track our progress towards the Gatsby benchmarks. This is dated March 2025. The results of the evaluation feeds into the careers plan for the year.

Gatsby Benchmark	Your result 	% schools fully achieving this Benchmark nationally
1 - A stable careers programme	In progress - 94%	67.5%
2 - Learning from careers and labour information	In progress - 80%	84.5%
3 - Addressing the needs of each pupil	✓	60.4%
4 - Linking curriculum learning to careers	In progress - 75%	81.3%
5 - Encounters with employers and employees	In progress - 75%	85.9%
6 - Experiences of workplaces	✓	72.5%
7 - Encounters with further and higher education	✓	58.5%
8 - Personal guidance	In progress - 87%	77.5%

2. Aims & Objectives

- Provide high-quality Careers Guidance – Offer impartial, personalised advice to help students make informed decisions about their future pathways delivered by our Level 6 qualified Careers Guidance Officer or Inspira.

- Prepare students for the World of Work – Develop essential employability skills and provide opportunities for real-world career experiences.
- Raise aspirations & expand opportunities – Encourage exploration of diverse career paths and challenge stereotypes, ensuring inclusivity for all students.
- Integrate Careers across the curriculum – Embed career-related learning into all subjects to show real-world connections.
- Comply with statutory requirements – Align with Gatsby Benchmarks and DfE guidance, including providing access to apprenticeships and technical education.
- Engage parents & employers – Collaborate with families and local businesses to support students' career decisions.
- Monitor & improve provision – Regularly evaluate careers provision through feedback and destination tracking to ensure continuous improvement.

3. Careers Programme Delivery

Careers education at Trinity School will be delivered through a variety of engaging activities and resources that provide students with exposure to a wide range of career options and experiences. The key methods include:

- **Careers Advisor**
 - The Careers Advisor provides impartial individual advice to all students once in KS4 and once in KS5, in addition to this targeted support is provided for specific students when required e.g. SEND, risk of NEETS. Inspira is used at times for these meetings.
- **Form Time and Freeze Sessions**
 - Form time and freeze activities follow a yearly, spiral plan which includes career-related discussions, skills-building exercises, and career exploration tasks. These will focus on developing self-awareness, employability skills, and understanding career pathways.
- **Careers fortnight**
 - All departments deliver a career or skill linked to their subject six times throughout the year in specified fortnights. Subject leaders have planned the career or skill for the year, at least one of these is a green career.
- **Assemblies and workshops with External Providers**
 - Assemblies will feature talks from external providers such as Hello Futures, BAE and Carlisle College, where students will learn about apprenticeships, technical education, and further education opportunities.
 - Interactive workshop sessions will provide students with the opportunity to explore STEM careers, learn about new technologies, and engage with practical activities that showcase real-world applications of STEM knowledge.
 - These sessions will also cover skills for future employment, pathways into specific industries, and the benefits of various career options.

- These sessions will be linked to key dates in the year, for example Careers week, Apprenticeship week, Green careers week, Creative careers week, Cumbria careers day.
- Encounters with Employers
 - Students will participate in regular encounters with local employers through employer-led talks, workshops, and career fairs.
 - These will help students learn about local job markets and industries, with a focus on sectors such as manufacturing, healthcare, technology, and hospitality, which are prominent in Carlisle.
 - All Year 10 and Year 12 students will arrange work experience placements, giving them valuable first-hand exposure to the working environment. This will be a critical part of the school's careers programme, ensuring students gain practical skills and insights into their chosen sectors.
- Lunch Time Pop-Ups
 - Employers and industry professionals will host informal lunchtime “pop-up” sessions where students can interact directly with professionals from various sectors.
 - These sessions will provide a platform for students to ask questions, explore careers, and build networks.
- Career Visits & Industry Tours
 - Educational visits to local businesses, industries, and further education providers (e.g., Carlisle College and University of Cumbria) will be organised to give students first-hand insight into the working environment.
- School website
 - The careers website is full of important resources and links to support students and parents.
- Careers professional development
 - The Career Lead and Careers Advisor regularly attend local network meeting to stay up to date with careers provision. They also work closely with the Cumbria Careers Hub and the Careers and Enterprise Company. New information is cascaded to staff through pastoral meetings, middle leader training, staff briefings and inset.
- Parents’ Evenings
 - Careers guidance is present in face-to-face parents’ evenings, option evenings and events in school. Our Careers Guidance Officer is present for guidance and external providers are invited to these events such as Careers Hub, Inspira, ASK.

4. Monitoring and Evaluating the Impact of Careers Education at Trinity School

To ensure the effectiveness of careers education, Trinity School will use a structured approach to monitoring and evaluation, including the Compass+ tool for tracking student activities and progress.

1. Compass+ Tool
 - a. Student activities related to careers (e.g., employer encounters, career guidance, work experience) will be recorded in Compass+ to track progress against the Gatsby Benchmarks.

- b. The Compass+ tool will be used to track the school's alignment with the Gatsby Benchmarks three times a year, following each submission a meeting will be held with the Careers hub advisor to discuss potential actions.
- 2. Feedback
 - a. Surveys will be conducted after key activities to gather student, parent, teacher and employer perceptions on the careers programme and identify areas for improvement.
- 3. Destination Tracking
 - a. Post-16 and post-18 progression data will be analysed to assess the success of the careers programme in supporting students' future pathways.
- 4. Careers Leader Evaluation
 - a. A biannual review of the careers programme will be conducted, using data from Compass+, feedback, and student outcomes to assess impact and make improvements.
- 5. Governance and Reporting
 - a. The Careers Leader will report progress to the Senior Leadership Team and Governors, ensuring careers provision remains a priority.

Appendix 1

The table below shows the key events that take place each academic year for each year group, some events will depend on local offer and may be every other year. Additional events are arranged throughout the year based on the needs of the individual students.

Event	Gatsby benchmark	Y7	Y8	Y9	Y10	Y11	Y12	Y13
Careers fair	2,5 and 7				✓	✓	✓	✓
Celebrate key events – Green, Creative, Apprenticeship and Careers week	2,4 and 5	✓	✓	✓	✓	✓	✓	✓
Work experience	5 and 6				✓		✓	
Option events	3 and 4			✓		✓		
Work preparation sessions	3				✓			
One to one personal guidance – once per Key Stage	8				✓	✓	✓	✓
BAE STEM roadshows	2 and 5	✓	✓					
Local events at Carlisle College and University of Cumbria	7	✓	✓	✓	✓	✓	✓	✓
Hello Futures	7			✓	✓	✓	✓	✓
Pop us sessions	2 and 5	✓	✓	✓	✓	✓	✓	✓
Carlisle College	7	✓	✓	✓	✓	✓	✓	✓
University events	7	✓	✓	✓	✓	✓	✓	✓
Spiral curriculum	2 and 4	✓	✓	✓	✓	✓	✓	✓

Useful links:

Gatsby benchmarks

[Updated Benchmarks Overview | Gatsby Benchmarks](#)

PAL

[Provider Access Legislation | The Careers and Enterprise Company](#)