



Headteacher:
Mr R J King BSc

Careers Plan 2025/26



THE CAREERS &
ENTERPRISE
COMPANY

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1. Careers education information and guidance in schools

- Following the Education (Careers Guidance in Schools) Act 2022 all schools and academies are required to secure independent careers guidance for students from Year 7-13.
- Careers Education Information and Guidance (CEIAG) plays an increasingly important role in education and there have been a number of informative publications, which provide a framework for the provision of careers education and guidance.
- The [Gatsby Foundation Good Career Guidance](#) (2014) highlights eight good practice benchmarks, which schools were challenged to meet. In 2025 the benchmarks were updated to reflect changes over the last decade and to ensure they remain relevant for the challenges ahead. The benchmarks provide an invaluable structure as we continue to refine, develop and improve our careers provision.
- The [Careers guidance and access for education and training providers](#) (January 2023) from the Department for Education also gives clear information about schools' roles and statutory duties regarding their careers provision.
- These two publications form the basis of our careers plan.
- Schools are asked to publish details of their careers programme so that it is known and understood by students, parents/carers, teachers, governors and employers. The school invites feedback on the plan from these groups as part of a regular evaluation of the careers programme. The plan should demonstrate how the school is responding to meeting the 8 Gatsby benchmarks.
- From January 2023 the provider access legislation was strengthened to ensure that schools were allowing a range of education and training providers to access students in Years 8-13, with all students receiving a minimum of six provider encounters.

2. Our vision

- At Cockermouth School we are determined to ensure that an extensive programme of careers education is provided to all students throughout their time with us and we have as a focus that all students are provided with access to high quality, impartial and unbiased careers information and equal opportunities for careers education from Year 7 onwards.
- We believe that effective delivery of CEIAG, which includes provision for self-development, employability skills and career exploration enables students to have a greater understanding of the requirements for their own particular career interests.
- The extensive range of qualifications and pathways that exist post-16 and post-18 mean that it is crucial we continue to provide students with high quality advice and guidance to ensure that they are well-informed to make aspirational and positive choices about their futures.
- We intend to continue developing our relationships with our Careers and Enterprise adviser, the Careers Hub and Inspira, alongside local and national employers and education providers to secure high-quality advice and experiences for our students.
- The ever-changing labour markets and the uncertain political and economic situation in the UK and beyond mean that we recognise that our role here in school has become even more important moving forward in giving the best quality support and guidance.

3. Our journey last year in 2024/25

- We are part of a successful CEIAG schools' network in the west of Cumbria and were the Lead School for the West until July 2022. Since then we have continued to work closely with the Cumbria Careers Hub and the Careers and Enterprise Company. This relationship, with Cath Dutton as the hub manager has supported us as a school, but has also ensured that all schools in the county have access to an Enterprise Adviser and Enterprise Co-Ordinator enabling us all to work towards achieving the 8 Gatsby Benchmarks and identify, develop and share best practice from within the county and beyond.
- In September 2022, Ian Routledge (Assistant Headteacher Careers, Transition, Engagement)

routledgei@cockermouthschool.org tel. 01900 898888 was appointed as our Careers Leader.

- In 2024/25 Deborah Addison was our Enterprise Co-Ordinator, she was replaced on a temporary basis by Jo Tate (Operational Lead for Enterprising Cumbria).
- Our Enterprise Adviser is Kathryn Walker, a Community Engagement Advisor from Morgan Sindall. Kathryn was joined in this role by Mike Smith MBE. We are looking forward to receiving strategic support for our school careers programme from both Kathryn and Mike in 2025/26.
- We are fortunate to have access to the Business Energy Coast Business Cluster. Business School Engagement Events sourced through the cluster and set up with support from Inspira, enable our students to gain a better understanding of the world of work as well as meet local employers who are members of the cluster.
- Careers Education has become an element that is firmly embedded on our schools CPD calendar. In 2024/25 we ran three sessions of staff training. One was focused on increasing the conversation around employability skills, one on increasing staff usage and knowledge of Unifrog and one (delivered by Jo Tate) on the delivery of careers across the curriculum.
- We were pleased throughout 2024/25 to be able to invite employers from a range of employment sectors into school, offering a range of different opportunities for our students, including employability and world of work events, along with regular guest speakers during assembly slots.
- Ensuring that students hear about the full range of education and training options, including technical education qualifications and apprenticeships is very important to us as a school and we ensure we comply with the newly strengthened Baker Clause.
- It is important to recognise that careers education is not just about these special events and developing those crucial employability skills through our curriculum is very much at the heart of what we aim to achieve.
- We know that this provision can only take place with the invaluable support of our local employers. If you believe you could help with any of our employer engagement events, or indeed work with any of our subject leaders in providing support within the curriculum then please get in touch with the school; we would love to hear from you.

4. Years 7-11

- The school's PD (Personal Development) programme, delivered by a specialist team of teachers incorporates many careers-based activities throughout Years 7-11, although all subject areas also have a key role to play in this process. All Heads of Department are encouraged to provide opportunities for students within lesson time to show direct links to employment opportunities from within their own subject area.
- Other careers-based activities and events are co-ordinated by our pastoral teams. We also invite a range of outside speakers and providers into school to provide up to date information on a range of careers and pathways.
- We organize whole schools careers events in Year 8 and Year 10 (futures week) where all students benefit from specific careers workshops.
- The transitions between key stages are particularly crucial and students and parents are provided with clear advice and guidance, especially during the preferences processes in both Years 9 and 11 with information evenings and personal 1:1 guidance part of this process
- Students use the Unifrog careers software from Key Stage 3 to explore and develop their knowledge of a range of careers and can track their own careers experiences.
- Information on apprenticeships, job opportunities, technical education qualifications and the current labour market are shared with students.
- Careers information is provided for families on the website and on Firefly (the schools VLE), whilst information, advice and guidance on careers, options and pathways is also given at different parental events throughout the academic year.
- All students in Year 10 complete a week-long work experience programme in the summer term. We ran successful placements for Year 10 in July 2025 and used Cumbria Work Experience to support with the Health and Safety checks.

5. Years 12 and 13

- The sixth form team organise their own futures programme, which runs in Year 12 and 13 and incorporates futures assemblies and trips to a variety of universities and access to a range of employers and apprenticeship providers.
- In addition, they run a successful employability skills day and throughout the year the pastoral programme ensures tutors continually coach their tutees on a range of activities linked to futures.
- The use of Unifrog (careers software) to track and map students' progress continues to engage students, tutors and parents too.
- The team run a futures evening for Year 12 parents giving clear information about university courses, apprenticeships, the UCAS application process and future career pathways.
- The team also have a dedicated support worker who provides high quality, up to date careers advice and guidance for students. She has completed her Level 6 Careers Guidance qualification and from September 2021 has been in a position to offer the impartial careers advice to our students.
- Students are also signposted to a range of activities through our firefly page <https://cockermouth.fireflycloud.net/sixth-form/careerfutures>
- All Year 12 students complete a week-long work experience programme, the vast majority of students completed this in July 2025. We use Unifrog to support with the Health and Safety checks.

6. Overview of the careers programme

Year 7 – 11 overview. Careers Education taught through Personal Development lessons.

7	8	9	10	11
• Personal qualities • Skills identification (Talents) • Active Citizens • Introduction to Careers	• Introduction to the world of work covering: • Achievements in and out of school • Skills and talents • Types of work • Ambitions and career choices • Young people and work	• Looking forward, looking back. • Preparation for preferences (this is delivered through work with tutors in pastoral programme)	• Introducing the world of work • My career journey • What type of career is best for me? • Wellbeing in the work place • Health and safety in the work place • Work experience preparation and making the most of it • Work experience Follow up	• Introduction – next steps – post 16 Options • Qualifications • Skills Identification • CV s • Application forms • Letters of Application • Preparing for Interviews – tips and tricks • Keeping safe in the work place – harassment.

KS4 Destinations Plan

Our careers plan is continually evolving and therefore please be aware that there will be updates made throughout 2024-25 as we continue to refine and develop our careers programme.

	September	October	November	December	January	February	March	April	May	June	July
Year 10 students	Timetable for assemblies throughout the year arranged with a range of employers, FE/HE and apprenticeship providers.	Unifrog relaunched with students.	Careers Week 1 Work Experience Launched with students.		Careers Week 2	1:1 careers appointments with Careers Adviser.	Careers Week 3 (National Careers Week)	Brief intended destinations survey (initial thoughts) – survey completed through Unifrog.	Careers Week 4	Identification of potential NEETS & vulnerable students – agreed cohort referred to Inspira.	Work Experience Week Futures Week, including World of Work event.
PD Careers programme across Year 10 Introduction – · Work – What is it? Why do it? Job sectors · Moral and immoral occupations · Job research · Unemployment · Work experience preparation · Work experience Follow up											
Year 11 students	Timetable for assemblies throughout the year arranged Assemblies with all local colleges, apprenticeship providers, HE, Inspira & Careers Leader. Careers Adviser priorities Year 11 students for Careers Interviews SENCo schedules EHCP annual reviews & invites Inspira to	1:1 interviews with Careers Adviser continue. Any further identified potential NEETS or vulnerable students referred to Inspira – meetings scheduled (report shared with school, parents, students, pastoral team)	1:1 interviews with Careers Adviser continue. Careers Week 1 Apprenticeship providers prioritised in assemblies Intended destinations task to identify those requiring support. Mock Exams	1:1 interviews with Careers Adviser continue.	Careers Week 2 Sixth form open evening.	Accompanied visits to college/ training provider for EHCP & SEND students as appropriate or necessary & transition arrangements put in place if needed Intended destination survey	Careers Week 3 (National Careers Week) 1:1 guidance sessions and ensure that consent to track is gained from students. Students complete Intended Destinations survey online for Inspira Conditional offers to Year 11	Interventions for students who have not yet made any applications & possible further referrals to Inspira if necessary.	Careers Week 4 Continue to collect updates from students via tutors as to where they are up to with applications etc. Confirm Year 11 cohort for tracking with Inspira	Enrolment day for 6 th form Confirm intended sixth form cohort with Inspira	

	attend to discuss next steps.	Relaunch Unifrog Local colleges prioritised in assemblies Students encouraged to attend local careers fair.				completed by students on Firefly and provisional preferences blocks for sixth form drawn up. 1:1 transition meetings with sixth form team for students showing an interest in applying to the sixth form.	students applying to the sixth form. Individual conversations with students where preferences for the sixth form don't work.				
PD Careers programme across Year 11 · Introduction – next steps – post 16 Options · Skills Identification · CV s · Application forms · Letters of Application · Preparing for Interviews – tips and tricks · Could you be your own boss? Enterprise · Harassment in the work place											
Year 11 Parents	Information sent home to parents about upcoming events	Updates to parents via VLE and through social media informing them of apprenticeship opportunities, college open days, etc.					Communication to parents offering support and guidance where students have not yet made applications or are uncertain about next steps.	Letter sent home to confirm conditional offer into sixth form		Write to parents with details of results day and how to seek support following the results.	

Year 11 - Post leaving	August	September	October	November	December	January	February	March	April	May	June	July
	Results day – staff on hand to provide guidance and support for Year 11 students. Consent gained for tracking if not already in place. Gather destination data on results day.	SENDCo & Pastoral Leaders co-work with colleges & providers re EHCP/SEND & vulnerable students as necessary to ensure a smooth transition for students. Work with Inspira to locate any previous Year 11 students whom they have been unable to contact to ensure full data set.	Continue to work with Inspira to locate any previous Year 11 students whom they have been unable to contact to ensure full data set.	Destination measures from DfE. Compare to destination data for this cohort. Are there any differences?		Activity survey from previous Y11 received from Inspira Analyse survey and use to inform careers guidance activities for current students.		Confirm with Inspira Y11 cohort that will feature on future activity survey. Identify and share any discrepancies.	Invite alumni to join social media networks.			Signpost students not engaged to Inspira.

KS5 Destinations Plan

	September	October	November	December	January	February	March	April	May	June	July
Year 12 Students	Assemblies throughout the year arranged by Sixth Form Team with a range of employers, HE and apprenticeship providers. Unifrog launched. New groups set up for 6th form including new students. Apprenticeship fair – Manchester Dream Placement Applications Visit from Northumbria University 1:1 guidance sessions throughout the year with tutors and HOY	1:1 guidance sessions to run throughout the two years with in-school careers adviser to give full information on intended destination & interests – shared with students, parents & pastoral team. Dream Placement Lancaster University visit University and Apprenticeships fair - Newcastle Year 12 ready to learn evening	Oxbridge students into school Introduction to apprenticeships / degree apprenticeships from Sellafield and Jacobs. Companies in to discuss work experience opportunities EPQ team visit to Newcastle	Work experience – launched (students to complete a week of relevant work experience by the end of Year 12)			University outreach programmes	Mock Exams University outreach programmes	Employability day. University outreach programmes	Introduction to UCAS process Newcastle/Northumbria Universities Open day Oxbridge students visit to campus Open days University outreach programmes	Work experience placements to be completed UCAS / apprenticeship preparation UCAS UNIFROG preparation with tutors Subject references launched to subject teachers via UNIFROG Open days

	UNIFROG training with tutors										
	September	October	November	December	January	February	March	April	May	June	July
Year 13 Students	Introduction to Year 13 / UCAS applications open Introduction to Apprenticeship process. Unifrog: Personal statements / applications to UCAS and apprenticeships Early Entry References requested UCAS predicted grades open and close before end September.	1:1 guidance sessions to run throughout the two years with in-school careers adviser to give full information on intended destination & interests – shared with students, parents & pastoral team. Reference process launched Early Entrants sent	Preparation for interviews Oxbridge students into school Introduction to apprenticeships / degree apprenticeships from Sellafield and Jacobs.	School deadline for all UCAS applications	All UCAS applications close.	Mock exams	Collect consent for tracking from students	Continued work to ensure that all students have a planned destination for next year.			

Year 12 Parents		Year 12 Ready to Learn Evening								Year 12 Post 18 information evening	Year 12 Post 18 Parent and students advice and guidance sessions
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Year 13 Post leaving	August	September	October	November	December	January	February	March	April	May	June	July
	Results day – staff on hand to provide guidance and support for Year 13 students. Consent gained for tracking if not already in place. Gather destinations data on results day			Destination measures from DfE. Compare to destination data for this cohort. Are there any differences? Analyse survey and use to inform careers guidance activities for current students.								

Unifrog Year plans

On the following pages are blended learning plans for each year group, from which appropriate key stage specific activities are then are used with students.

Each student is signed up to Unifrog from year 7 and tasks are set for students to support them on their journey through school.

The key benefits of using Unifrog are that it provides:

- flexible provision that can adapt to changing circumstances.
- in-school and remote sessions to explore opportunities.
- activities for students which can evidence their personal and career development.
- tracking of CEIAG interactions to support us in meeting the Gatsby Benchmarks.

GATSBY	CDI LEARNING AREA	Year 7			Year 8			Year 9			Year 10			Year 11			Year 12			Year 13		
2 3 8	Grow throughout life Grow throughout life by learning and reflecting on yourself, your background, and your strengths.	Who am I?			What are my interests?			What are my skills?			Reflecting on my career journey: past, present and future			What are my employability skills?			Preparing for a personal guidance one-to-one			Personal branding: your CV and online profile		
		15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	N/A	 60m
2 7	Explore Possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.	Exploring possibilities: dream jobs			Job applications: superhero CVs			What comes after school: the main learning pathways			Exploring employer profiles			Post 16 – Choices, Choices			Post 18 – Choices, Choices			The basics of interviews: in person and online		
		15m	N/A	 60m	15m	60m	 60m	15m	N/A	 60m	15m	N/A	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m
2 7 8	Manage Career Manage your career actively, make the most of opportunities and learn from setbacks.	What is a career?			Challenges and rewards of work			Decision making: choosing what to study at KS4			What type of career is best for me?			Decision making: choosing your post-16 pathway			Setting career goals			Confidently managing transitions		
		15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m
2 6 7	Create opportunities Create opportunities by being proactive and building positive relationships with others.	What is an entrepreneur?			Creating the life you want: making a vision board			Taking control of your career journey			Preparing to go on work experience			Researching volunteering and paid work			How to network and be enterprising			Preparing for an employer assessment day		
		15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m
2 3 6 7	Balance life and work Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.	What is a work-life balance?			What does success mean to me?			Working and earning: managing your money			Wellbeing in the workplace			Money talks: apprenticeships vs. higher education			Wellbeing: balancing life, learning and work			Being self-employed and working freelance		
		15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m
2 3 6	See the big picture See the big picture by paying attention to how the economy, politics and society connect with your own life and career.	Careers and the future			Careers and the climate			What is the labour market and why is it important?			In person, hybrid, and remote: what works best?			Is AI a threat to our jobs?			What makes an employer 'good' to work for?			Should all employers adopt a four-day week?		
		15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m	15m	60m	 60m

Specific Unifrog tasks set by year group to support the work on the platform.

Year 7

Date	Lesson
21 October	Quick tasks – Interests profile
11 November	Quick task – adding to your locker
25 January	Who am I?
9 March	Quick task – adding activities
17 May	Quick task – Exploring the careers library

Year 8

Date	Lesson
21 October	What are my interests?
11 November	Quick task – adding skills
25 January	Quick task – Work environments profile
9 March	Superhero CV
17 May	What does success mean to me?

Year 9

Date	Lesson
21 October	Choosing what to study at KS4
11 November	Quick tasks – Skills profile
25 January	Quick task – Exploring the Khow how library
9 March	Quick task – adding skills
17 May	Taking control of your career journey

Year 10

Date	Lesson
21 October	Quick task – Signing up to a webinar
11 November	What are my employability skills
25 January	Quick task – updating your CV
9 March	Quick task– Personality quiz
17 May	Quick task – Reviewing your Quiz profile

Year 11

Date	Lesson
21 October	Quick task – P16 Intentions
10 November	Quick task – UK College shortlist
25 January	Quick task – updating your CV
9 March	Quick task – shortlisting apprenticeships
17 May	Quick task – Exploring Read, Watch, listen

Year 12 and 13 Overview: Cockermouth School Sixth Form PHSE Overview

Year 12

Term 1 – Autumn

- Study Skills
- Mental Health and Well being
- Road Awareness Training
- Consent
- Cultural and religious diversity
- Employability skills
- Bullying and discrimination

Term 2 – Spring

- Revision skills
- Stress Management
- Road Awareness training
- Drugs and Alcohol
- Contraception
- First Aid
- Bullying and discrimination
- Online safety
- Cultural and religious diversity
- Employability skills
- Bullying and discrimination

Term 3 – Summer

- Mental Health and Well being
- Cultural and religious diversity
- Employability skills
- Bullying and discrimination

Year 13

Term 1 – Autumn

- Study skills
- Mental Health and well being
- Personal and Sexual Health
- Drugs and Alcohol
- Employment rights and responsibilities
- Finance
- Politics and democracy
- Bullying and discrimination
- Cultural and religious diversity

Term 2 – Spring

- Revision skills
- Mental Health and Well being
- Bullying and discrimination
- Cultural and religious diversity

Term 3 – Summer

- Mental Health and Well being
- Bullying and discrimination
- Cultural and religious diversity

Year 12 and 13 Overview: Cockermouth School Sixth Form Careers Progression Overview

Year 12

Term 1 – Autumn

- Introduction to Unifrog
- Dream Placement
- Introduction to Oxbridge (talk from link colleges Fitzwilliam and Queens)
- Enrichment launch
- University and Apprenticeship fair
- University/Apprenticeship talks in school
- Career guidance sessions
- Launch University Summer schools; Virtual Work experience; Partner schemes and Sutton Trust opportunities

Term 2 – Spring

- Introduction to HE research materials
- Individual appointments exploring HE and employment
- Career guidance sessions continue
- Career Pathway/Employer talks
- Enrichment activities continue
- Oxbridge conferences
- Further University/Apprenticeship talks in school

Term 3 – Summer

- Attend university open days
- Further University/ Apprenticeship talks in school
- Progression Days
- Introduction to UCAS and personal statement workshop
- Employability Day
- University visits (to Newcastle and Northumbria)
- Work Experience
- Career guidance sessions continue
- Post 18 Information Evening
- Gen 2 Visit

Year 13

Term 1 – Autumn

- UCAS applications and support with personal statements
- Individual appointments exploring HE and employment
- Career guidance sessions
- Oxbridge and other practice interviews
- Apprenticeship and alternatives

Term 2 – Spring

- CV; Covering letters and LinkedIn Workshops
- Student Finance Evening
- Career guidance sessions continue

Term 3 – Summer

- Post results day support including UCAS clearing/adjustment

Year 12 and 13 Overview: Cockermouth School Sixth Form UCAS Overview

Year 12	
Date	Activity
September	Unifrog launch
September - December	Recording of competencies and activities on Unifrog. Initial research of options Post 18
December	Post 18 choices task completed on Unifrog
January	Identification of Oxbridge candidates
January - July	Post 18 option research continues. Students actively work on what they need to do to support their application and put a plan in place such as additional reading; MOOCs; work experience etc. Students encouraged to apply for summer schools and plan open days.
March	Oxbridge Preparation
April	Internal Exams
June	Post 18 Information evening for Parents. Students register on UCAS.
June - November	Workshops available to students to support the writing of their Personal statement.
June - July	Sessions will be available to Parents and students for UCAS and apprenticeships through the Sixth form team. Open day visits.
15 th June	UCAS Application to have been completed except for the course choices and personal statement and checked by tutors
July	Work Experience
July (date TBC)	Personal Statement first draft deadline for all early applicants
July – September	Students firm up course choices.
Year 13	
September (date TBC)	Students ensure that where applicable they are entered for the appropriate entrance exam. Internal assessments.
September (date TBC)	All students in conjunction with Parents/carers to have completed first draft of their personal statement for the subject/course they plan to study.
September - November	Students firm up course choices and complete personal statement
September (date TBC)	Predicted grades published for UCAS references
October	School deadline for early applicants
October (date TBC)	UCAS early entrant deadline
November (date TBC)	SCHOOL DEADLINE FOR ALL UCAS APPLICATIONS
January	Final submission date for UCAS applications
February	Internal Mocks. Student finance opens
March - May	Possibility of being able to visit universities for Post Offer days
January - June	Students to make decisions on their firm and insurance courses
May	Student finance applications close
June	Deadline to make firm and insurance decisions
August	Results day – confirmation of places or clearing

7. Activities and events in school

The table below shows some of the other key events and activities taking place during the school year. The school calendar on Firefly, letters home to parents and messages via Firefly and Edulink One will provide more information about when and where these events will take place. We will update this list during the year as other events are added.

Event	Year group	Benchmark	Term
WOW day (World of work day) – variety of sessions, employers and providers.	10	1,2,3,5,7	Summer
Employability day - variety of sessions, employers and providers.	12	1,2,3,5,7	Summer
Careers Weeks	All	1,2,3,4,7	Autumn / Spring / Summer
Work Experience Week	10 / 12	1,2,3,6	Summer
Key Stage 3 Careers Event	8	1,2,3,5,7	Spring
Future Pathways Programme	9	3	Spring
Careers meetings with Level 6 advisor	All years	3, 8	All year
Careers Meetings with Inspira	9/10/11	3,8	All year
REACT Science events	7 / 8 / 9	4,5	Autumn
Young enterprise	12	1	Summer
NCS scheme	11	1,3,6	Summer
Duke of Edinburgh Scheme	10	1,3,5	Spring / Summer
Dream Placement	12	6	Spring
Preferences process	9	1,3,4	Autumn
Transition meetings	11 / 13	3, 8	Autumn / Spring
Futures information for parents and students	10 / 11 / 12	1,3,7,10	Autumn
Careers talks	All	1,2,3,5	All year
Assertive Mentoring	11	1,3	Spring
Ongoing work placements	11/12/13	1,6	All Year
Skills and Enterprise event	9	4	Spring
NHS Presentation	8	1,3,4,5	Autumn
BAE Presentation	7	1,3,4,5	Autumn
SEND introduction to the world of work	7	1,3,5	Summer
SEND – post 16 world of work transition event	11	1,2,3,5,7	Autumn
Festival of Work event	9	1,2,3,5,7	Summer

8. Assemblies and external speakers for KS3/4

Over the past few years we have invited a range of external speakers into assemblies to talk to students throughout Key Stage 3 and 4. Providers from further and higher education have also presented to relevant year groups to advise on suitable pathways and courses for students.

We are very grateful to the range of employers who have given up their time to come and speak to our students and would welcome offers from other employers interested in working with our young people during the current academic year.

Other drop-down days and events (including our world of work / employability days) involving multiple employers and providers are referenced in the previous section.

Name	Company	Assembly	Year Group
REACT team	REACT (STEM)	3 Oct 2019	7/8/9
Inspira	NCS	9 Nov 2019	11
Ian Russell	UTC	19 Nov 2019	11
Emma-Jayne Gooch	Sellafeld (Head of Supply Chain Development and Innovation)	25 Nov 2019	10
Tim Westwood	Newton Rigg	10 Jan 2020	11

Laura Nasif	Army	30 Jan 2020	10
Kevin Kerrigan	Allerdale Borough Council	31 Jan 2020	11
Emma Rydal	Actress and Playwright	9 Mar 2020	7
Marianne	Dog Grooming / Pet Care	12 Mar 2020	11
Daniel Winstanley	English Lakes Group Training (chef)	20 Sep 2021	10/11
Hugh Carter	Introduction to Careers	4 Oct 2021	7
Michelle Byrne	Lakes College (post-16)	21 Oct 2021	11
Ian Lindner	Energy Coast UTC (post-16)	4 Nov 2021	11
Christine Thompson	UCLAN - Careers in Nursing	10 Nov 2021	10/11/12/13
Valerie Smart	UCLAN – Careers in Medicine	10 Nov 2021	10/11/12/13
Claire Wilcock	Westlakes Recruitment	2 Dec 2021	7
Deborah Addison	Gen 2 (post-16 apprenticeships)	5 Dec 2021	11
Tyler Millington	Hello Future	9 Mar 2022	9
Tyler Millington	Hello Future	10 Mar 2022	10
Ian Lindner	UTC – technical pathway	15 Mar 2022	8
Ian Lindner	UTC – technical pathway	23 Mar 2022	9
Susan Ingham	NHS	20 May 2022	8
Kathryn Walker/Imogen Morris	Morgan Sindall / Sellafield	10 Jun 2022	8
Melody Martin	Morgan Sindall / Sellafield	18 Jul 2022	10
Deborah Addison	Gen 2	19 Jul 2022	10
John Simpson	University of Cumbria	19 Jul 2022	10
Lynne Mallinson	H & H Group PLC	14 Nov 2022	11
Christine Thompson	UCLAN – Careers In Nursing	15 Nov 2022	10
Andrew Oliver	James Walker	18 Nov 2022	9
Jo Tate	Cumbria Careers Hub	21 Nov 2022	7/9/10
Joe Phillipson	Gen 2	19 Dec 2022	11
Ian Routledge	Introduction to LMI	23 Jan 2023	7
Jonathan Cheesewright	Sellafield Ltd	24 Jan 2023	8
Chris Dempsey	TUV SUD Nuclear Technologies	25 Jan 2023	9
Rhyan Sasbry	Army Jobs Carlisle	26 Jan 2023	10
Gillian Walker	Lakes College	27 Jan 2023	11
Luke Greenbank	British Swimming	6 Mar 2023	7
Joanne Greggain	Cumbria County Council	7 Mar 2023	8
Ivan Baldwin	Bechtel	8 Mar 2023	9
Natalie Parker	Sellafield Ltd	9 Mar 2023	10
Nicola Wooley	Centre for Leadership Performance	28 Mar 2023	10
Gillian Walker	Lakes College	26 Apr 2023	9
Ithsham Iqbal	Sellafield Ltd	23 May 2023	8
Carol	RPS Partnership	24 May 2023	9
Iona Webster	Sellafield Ltd	25 May 2023	10
Kathryn Walker	Morgan Sindall Supply Chain	18 Jul 2023	10
Rachel Mirfin	Gen 2	18 Jul 2023	10
John Simpson	University of Cumbria	18 Jul 2023	10
Gillian Walker	Lakes College	9 October 2023	11
Laura Whiteley	Carlisle College	16 October 2023	11
NHS Theatre Production	Theatre Pie	7 November 2023	8
Cath Howard	Balfour Beatty	8 November 2023	9
Mollie Simmons	Sellafield Apprenticeships	9 November 2023	11

Rachel Pattinson Hillyard	Hello Futures	10 November 2023	11
David McGheekin	UTC	22 November 2023	9
Cath Howard	Balfour Beatty	8 November 2023	9
Lucas Yeomans	BBC Presenter	12 December 2023	7/8/9/10
Emma Gerrard-King	RWE Renewables	12 December 2023	7/8/9/10
Yas Rai	Freelance Producer	12 December 2023	7/8/9/10
Oliver Hill	BBC Childrens and Education	12 December 2023	7/8/9/10
Mark Jenkinson	MP	12 January 2024	11
Molly Hill	Cumbria Tourism	23 January 2024	8
Stephen	Centre for Leadership Performance	28 January 2024	10
Rachel Mirfin	Gen 2	28 January 2024	11
Rhyan Sarsby	Army	31 January 2024	9
Cath Howard	Balfour Beatty	26 February 2024	8
Simon Gray	Morgan Sindall	26 February 2024	8
Gillian Walker	Lakes College	27 February 2024	9
Mark Dickinson	BAE Systems	5 March 2024	8
Joanne Greggain	Cumberland Council	14 May 2024	7
Natalie Parker	Sellafield Ltd	17 May 2024	10
Cath Howard	Supply Chain	18 Jul 2024	10
Vicky Ritson	Inspira	18 Jul 2024	10
Rachel Mirfin	Gen 2	18 Jul 2024	10
Jean Pierre Mugenga	University of Cumbria	18 Jul 2024	10
Education Perf. Roadshow	BAE Systems	16 October 2024	7/8
PC Alison Shield	Cumbria Police	5 November 2024	8
Phillipa Hawley	Sellafield Ltd	7 November 2024	10
Gemma Harrison	Morgan Sindall	25 November 2024	11
Mollie Simmons	Sellafield Apprenticeships	27 November 2024	11
Stephen Pettit	Centre for Leadership Performance	2 December 2024	10
Gaia Holmes	Podiatrist	20 January 2025	7
Kara Little	UCLAN Westlakes (Nursing)	21 January 2025	8
Cameron Fisher	M Sport	22 January 2025	9
Mark Dickinson	BAE Systems	23 January 2025	10
Performance In Education	NHS	28 February 2025	8
Sharon Aitken	Altrad	4 March 2025	8
Alex Boddy	Civil Nuclear Constabulary	6 March 2025	10
Chris Holliday	Engineer	7 May 2025	9
Rebecca Glynn	Robinson & Co Accountant	9 May 2025	7

9. Development priorities

Our priority and objective in 2024/25 is to fulfil each of the 8 Gatsby benchmarks, with a focus on benchmarks 3, 4 and 7.

The eight Gatsby benchmarks of Good Career Guidance:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each student
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplace
- Encounters with further and higher education
- Personal guidance

Benchmark	Priorities based on areas for development
Benchmark 1 – A stable careers programme	• To upload the approved careers programme and provider access policy on to the school website for 2025/26. • To continue to develop the website and VLE to make it more interactive for all stakeholders. • To gain feedback as appropriate from students, teachers, employers and parents on the careers programme, to increase its impact. • To review the careers content with the Head of Personal Development, Pastoral Leaders and Sixth Form team • To extend the use of Unifrog at KS3 and KS4 and improve the tracking and record keeping for students' careers experiences. • To continue to develop close relationships with Enterprise Advisor, Enterprise Co-Ordinators and Inspira ensuring that positive careers meetings are held each term. • To ensure that careers education continues to be listed as an area of focus within the School Development Plan. • To create a strategic plan alongside this document which is shared with all stakeholders outlining long term goals, objectives and vision. • To share strategic plan with SLT and Trustees and to ensure it is understood and approved by all stakeholders in 2025/26.
Benchmark 2 – Learning from career and labour market information	• To ensure that careers information is disseminated via Pastoral Leaders and form tutors to students, so all have access to good-quality, up-to-date information about future pathways, study options, and labour market opportunities. • To use the website, the VLE and communication systems to share up to date career and labour market information and to promote successful events and interactions, so that parents and carers have access to this same information. • To regularly update careers information on notice boards around the school. • To use the Labour Market Information provided by the Careers Hub to deliver specific sessions to all students in registration periods throughout the year. • To ensure that young people with special educational needs and disabilities (SEND) and their parents and carers receive different or additional information when required.
Benchmark 3 – Addressing the needs of each student	• To ensure students across Key Stages are able to access and are accessing Unifrog software. • To ensure staff are suitably trained to use the Unifrog software to track students and ensure that systematic and accurate records are

	kept on students' career and enterprise experiences using this software. • To work closely with Inspira to track any missing students and to confirm destinations of students Autumn 2025. • To use intended destinations information and destinations data, to support careers adviser discussions, planning for visits into school and curriculum decisions. • To ensure suitability of work experience placements in Year 10 /12 is reviewed to confirm that they are aspirational and match career interests. • To work alongside Inspira to ensure that students are effectively tracked for the first 2 years. • To develop individual opportunities for students in Key Stage 3 that are aimed at raising aspiration. • To work to ensure that opportunities for advice and support are tailored to the needs of each pupil, including any additional needs of vulnerable and disadvantaged pupils, young people with SEND and those who are absent.
Benchmark 4 – Linking curriculum learning to careers	• To continue to work with Assistant Headteacher (curriculum) to liaise with all departments in 2025/26 to ensure that links to careers and the workplace are included within curriculum subjects. Record of specific activities to be logged on Unifrog as interactions. Teachers to deliver lesson starters linking their subject area to careers. • To work to develop links with employers able to show relevant career links to subject areas and invite them in to deliver lessons / workshops. • To ask all subject teachers to highlight the progression routes for their subject and to share the relevance of the knowledge and skills developed in their subject for a wide range of career pathways. • To develop system for staff to recognise and reward students for demonstrating employability skills within the classroom. • To deliver Inset sessions to all teaching staff as part of the schools 2025-26 CPD programme, with a specific focus on linking curriculum learning to careers.
Benchmark 5 – Encounters with employers and employees	• To ensure that all students in Years 7-13 have a number of meaningful encounters with employers each year. • To organise regular careers / futures talks to take place within Key Stage 3 / 4 assemblies. • To organise futures events for Year 8 and Year 10 students alongside Inspira. This includes a World of Work day in year 10, where employers from a wide range of job sectors will be invited to attend. • To build new and develop existing relationships with local employers and further and higher education providers. • To ensure multiple employability opportunities for Year 12 students, offering a wide range of different experiences. • To consider how students part-time employment, where it exists is recorded as an encounter provided the same threshold of 'meaningful' is met.
Benchmark 6 – Experiences of workplaces	• To consider how to increase the opportunities for Key Stage 3 students to visit workplaces for meaningful experiences, outside of the formal Work Experience programme. • To facilitate work experience opportunities for all Year 10 and Year 12 students for 2025/26. • To work with the Head of Year 10 and Pastoral Support staff to ensure that all Year 10 students undertake a week of work experience during the summer term. • To check suitability of work experience placements in Year 10 is reviewed by Head of Year to ensure that they are all aspirational

	and match their career interests, wherever possible. • To work with the Head of Sixth Form and Pastoral Support staff to ensure that all Year 12 students have a meaningful experience of at least one week of work experience. • To introduce Unifrog as the system for monitoring and tracking Work Experience to all year groups.
Benchmark 7 – Encounters with further and higher education	• To continue to increase the opportunities for students to visit further and higher education providers • To continue to build and encourage relationships with a wider range of further education and higher education providers to ensure a range of meaningful encounters for students in Years 8-11. • To ensure that Year 12 and 13 students continue to see a range of further and higher education establishments and to oversee the choices made post 18 to ensure that all students make aspirational and positive decisions about their future. • To work with the Year 11 tutor team and Sixth Form tutor team to ensure that all students have been given clear information about the range of apprenticeships and courses available post 16 during tutor time and through assemblies. • To ensure that further education open days and careers events are publicised through assemblies, tutor time, e-mails and through the schools VLE and communication systems.
Benchmark 8 – Personal guidance	• To ensure that all students in Year 11 & 13 are invited to a 1:1 careers meeting with the Careers Advisor. Disadvantaged students to be prioritised for early contact in this process. • To offer 1:1 careers meetings to students in other year groups as requested, or as need identified. • To ensure that all SEND students and those at risk of being NEET (Not in education, employment or training) at the end of Year 11 are provided with significant support, including regular 1:1 support through Inspira. • To ensure that 1:1 careers meetings are offered to disadvantaged students in Year 9 (to support Preferences process) and Year 10 (to support Work Experience process). • To ensure that information about personal guidance support and how to access it is communicated to pupils and parents and carers, including through the school website.

10. Measuring Impact

The Careers Lead will be responsible for monitoring, evaluating and overseeing the CEIAG provision in the following ways:

- 1) Annual review of the careers plan by the Senior Leadership Team and through regular SLT and governor briefings.
- 2) Termly completion of the Compass review tool with support from the Enterprise Co-ordinator.
- 3) Co-ordinate and support the delivery of CEIAG, working closely with the Head of Personal Development, Heads of Department, Sixth Form and Pastoral Teams.
- 4) Teacher, student, employer and parental responses to activities and events, including work experience placements.
- 5) Analysis of the school's destination data and tracking of students' careers and enterprise experiences.
- 6) Regular formal meetings with external agencies and employers, including Inspira and the Careers and Enterprise advisers.
- 7) Lesson observations, where appropriate.
- 8) Employer feedback following events and subject specific careers contributions within lessons.

11. Useful websites and links for students and parents

Website	Description
www.unifrog.co.uk	Website, which all students have a log-in for, providing detailed information on pathways through to further and higher education and into different careers.
Careerpilot : Plan your future work & study	All the information and tools you need to explore your future career.
www.yeuk.org.uk	YEUK is the leading campaigning and membership organisation dedicated to tackling youth unemployment in the UK.
https://nationalcareersservice.direct.gov.uk/	Provides information, advice and guidance to help you make decisions on learning, training and work.
www.icould.com	Features films of real people talking about their careers and the route they took.
www.careersbox.co.uk	Free online library of careers related films, news and information.
www.ucas.co.uk	Information about university courses and applications.
http://ncfe.org.uk	Information about careers and qualifications you need.
www.successatschool.org	Lots of information about careers sectors, information and advice.
www.plotr.co.uk	For 11-25 year olds with articles and expert advice, plus employer profiles.
www.ratemyapprenticeship.co.uk	Over 7000 reviews by school leavers on apprenticeships and lots of advice and opportunities.
www.getingofar.gov.uk	Information about apprenticeships with video clips and opportunities.
www.healthcareers.nhs.uk	Lots of information, advice and guidance on careers in the NHS.
https://www.thisisengineering.org.uk/	This is Engineering is a campaign to bring engineering to life for young people
www.notgoingtouni.co.uk	Aims to help young people make informed decisions showing opportunities outside of traditional university.
www.parentalguidance.org.uk	Careers information and advice for parents and carers.
https://www.speakersforschools.org/	Helps young people access the top opportunities through free inspiring school talks and eye-opening onsite and virtual work experience.
www.goconstruct.org	Information about careers in the construction industry.
https://nationalcareersservice.direct.gov.uk	For young people aged 13-16. CV Builder, job profiles and lots more.
www.barclayslifeskills.com	To learn about life skills, interview skills, application and CV writing.
www.princes-trust.org.uk	Information to help young people make informed decisions about careers.
www.volunteering.org.uk	Information about volunteering in different sectors.
www.bestcourse4me.com	Independent and free information that shows links between what you study, what you can earn and what jobs are available.
www.applytouni.com	Information about applying to university.
http://unistats.direct.gov.uk	The official website for comparing universities.
www.how2become.com/resources/ultimate-guide-to-building-a-cv	Information about how to write a winning CV.

http://www.cumbrialep.co.uk	The Cumbria Local Enterprise Partnership providing information about the current labour market.
https://www.inspira.org.uk	Information about the Labour market in Cumbria, what support is available.
https://www.thestudentroom.co.uk	The largest student community in the world, discussing universities, health, lifestyle, relationships and has free university application help.

More information about any aspect of the careers programme can be sought by contacting:

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The next review of this plan will be in September 2026.