



CAREERS POLICY

2025

This policy will be reviewed annually to ensure it remains current and reflects any changes in statutory guidance or the needs of our pupils.

Last Reviewed: April 2026

Next Review Date: January 2027



The intended audience for this document is Parents, Carers, Staff, Businesses & Volunteers.

All pupils have an equal entitlement to high quality Careers Education, Information, Advice and Guidance.

INTRODUCTION

At Hollingworth Academy, we are committed to ensuring that every pupil has access to a high-quality, inclusive careers programme that enables them to make informed decisions about their future.

Our careers provision equips pupils with the knowledge, skills, and confidence to successfully navigate an ever-changing world of work and learning. We aim to raise aspirations, broaden horizons, and ensure that all pupils, regardless of background, are prepared for their next steps in education, employment, or training.

Careers education is embedded throughout the curriculum and wider school experience, supported by strong partnerships with employers, training providers, and further and higher education institutions.

AIMS OF THE CAREERS PROGRAMME

The careers programme at Hollingworth Academy aims to:

- Support pupils to make informed decisions about education, training, and career pathways
- Provide impartial careers advice and guidance, ensuring awareness of all Post-16 and Post-18 routes, including academic and technical pathways
- Deliver a structured programme of meaningful encounters with employers and workplaces
- Develop key employability skills, including communication, teamwork, problem-solving, and resilience
- Promote equality of opportunity and raise aspirations for all pupils, including those with SEND, disadvantaged pupils, and those at risk of becoming NEET
- Deliver a high-quality careers programme aligned with national best practice, including the Gatsby Benchmarks

GATSBY BENCHMARKS

Our careers programme is fully aligned with the Gatsby Benchmarks, which underpin our approach:

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

We regularly review our provision against these benchmarks to ensure continuous improvement.

CAREERS PROGRAMME AND DELIVERY

Our careers programme is delivered through a structured and progressive model from Year 7 to Year 11, ensuring pupils receive repeated and meaningful exposure to careers education and employer engagement.

The programme includes:

- RISE (Personal Development) lessons.
- Curriculum-based careers learning across all subject areas.
- Assemblies and themed careers events.
- Drop-down days, including careers fairs, mock interviews, and employer-led workshops.
- A structured programme of employer encounters and workplace experiences.
- FE and HE Taster Experiences.

Full details of our careers programme, including the careers journey for each year group, are published on the academy website.

PUPIL ENTITLEMENT

All pupils at Hollingworth Academy are entitled to:

- Access to a planned programme of Careers Education, Information, Advice and Guidance (CEIAG) from Year 7 onwards.
- Impartial advice and guidance that includes the full range of academic and technical pathways.
- Opportunities to engage with employers, training providers, and further and higher education institutions.
- Access to up-to-date labour market information, shared with both pupils and parents/carers.
- Support to develop employability skills and prepare for the workplace.
- Personalised support tailored to their individual needs, aspirations, and circumstances.

EMPLOYER ENGAGEMENT AND WORKPLACE EXPERIENCES

We place strong emphasis on employer engagement as a core part of our careers provision.

Pupils benefit from:

- Employer talks and industry insight sessions.
- Workplace visits and experiences.
- Careers fairs and networking opportunities.
- Employer-led workshops and projects.
- A structured programme of workplace experiences, which may include visits, projects, virtual experiences and (where available) work experience placements.

We actively encourage partnerships with employers, businesses, and volunteers to support and enhance our careers programme. Details of how to get involved are available on the school website.

CAREERS ADVICE AND GUIDANCE

Pupils have access to high-quality, impartial careers guidance delivered through:

- A Level 6 qualified Careers Adviser (via Positive Steps), providing one-to-one guidance at key transition points.
- Personal Development Tutors, who support pupils in exploring their options and setting goals.
- External partners, including employers, apprenticeship providers, and further and higher education institutions.

PROVIDER ACCESS (BAKER CLAUSE)

In line with statutory guidance from the Department for Education, Hollingworth Academy ensures that all pupils have access to a wide range of education and training providers.

We are committed to:

- Providing a minimum of six encounters with approved providers of technical education qualifications and apprenticeships for all pupils in Years 8–13.
- Ensuring encounters are meaningful and allow pupils to engage directly with providers.
- Promoting a full range of pathways, including academic, vocational, and apprenticeship routes.

Full details of how providers can access pupils are outlined in our published Provider Access Policy, available on the school website.

MONITORING, EVALUATION AND IMPACT

We are committed to continuous improvement of our careers programme. This is achieved through:

- Pupil feedback and evaluation
- Employer and partner feedback
- Regular review against the Gatsby Benchmarks
- Tracking and analysis of pupil destination data
- Annual review of the careers programme and policy

The impact of our careers programme is measured through pupil outcomes, sustained destinations, and increased awareness of career pathways.

ROLES AND RESPONSIBILITIES

CAREERS LEADER

The Careers Leader is responsible for the strategic development and day-to-day management of the careers programme, including partnership working and quality assurance.

The Careers Leader holds a Level 7 qualification in Careers Leadership.

SENIOR LEADERSHIP TEAM (SLT)

Provides strategic oversight and ensures the careers programme aligns with whole-school priorities.

CAREERS ADVISER

Provides impartial, professional guidance to pupils.

SUBJECT LEADERS AND TEACHERS

Embed careers learning within the curriculum and highlight relevant career pathways within their subject areas.

CAREERS LINK GOVERNOR

Provides strategic oversight, support, and accountability for the careers programme.

RELATED DOCUMENTS

This policy should be read alongside:

- Careers Programme (published on the website).
- Provider Access Policy (Baker Clause).
- Employer Engagement Offer / Menu of Opportunities.

CONTACT INFORMATION

If you would like more information about the careers programme at Hollingworth Academy, please contact:

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