Careers Programme 2026 -27

At Joseph Leckie Academy we believe that careers education is a lifelong journey, and as such we ensure that we provide our students every opportunity to develop their understanding of the skills and qualities that local and national employers require and the pathways that are available to them to enter a career of their choosing. We recognise the changing face of the world of work and therefore we work hard to equip our students with the essential employability and life skills which will help them on their career journey.

We work with a range of employers and education providers to offer a wide ranging and inspiring careers programme which is suitable for every single one of our students. We work hard to ensure that all our students are offered the information guidance and support to help them with making the right decisions for their future.

Below is the overview of our Careers Programme, as well as a mapping document to show how we are working towards continually meeting the 8 Gatsby Benchmarks of Good Careers Guidance (https://www.gatsby.org.uk/education/focus-areas/good-career-guidance).

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Year Group	Term 1	Term 2	Term 3	Learning Outcomes	Whole-School Development Plan Link	Parent/Carer Engagement
Year 6	Open Evening career information for students and parents including LMI (GB2) for Year 6.			Awareness of transition opportunities and career pathways.	Supports transition and early careers awareness.	Parents attend Open Evening and receive LMI information.
Year 7	1. Future Skills Test 2. University/Training Provider/Colleges visits **(GB5,7)** 3. Unifrog –Careers Platform Sessions **(GB1,2,3,4)** 4. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 5. Careers information highlighted across all subject and	1. Form time activities **(GB2,4)** 2. National Careers Week assembles & form activities **(GB2,4)** 3. National Careers Week – curriculum lessons **(GB2,4)** 4. National Apprenticeship Week, Assembles & form/lesson activities 5. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and	1. Form time activities (**GB2,4)** 2. PSHE sessions – Careers input **(GB2,3,4)** 3. Careers Fair **(GB5,7)** 4. Take your child to work day **(GB6)** 5. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 6. Careers information highlighted across	Understand future skills, career options and introduction to employability.	Supports development of personal, social and employability skills.	Parents informed via newsletters and invited to Careers Fair.

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	displays within each department.	Employer Spotlight **(GB1,2,3,4)** 6. Careers information highlighted across all subject and displays within each department.	all subject and displays within each department.			
Year 8	1. Future Skills Test 2. Visit to Universities**(GB5,7)** 3. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 4. Careers information highlighted across all subject and displays within each department.	1. Options Evening career information for students and parents including LMI **(GB2)** 2. National Careers Week assembles & form activities **(GB2,4)** 3. National Careers Week – curriculum lessons **(GB2,4)** 4. Form time KS4 Options activities **(GB2,3,4)**-Unifrog Sessions 5. National Apprenticeship Week, Assembles	1. PSHE sessions – Careers input **(GB2,3,4)** 2. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 3. Careers information highlighted across all subject and displays within each department.	Develop decision-making skills for KS4 options; awareness of pathways.	Supports curriculum planning and informed choices.	Parents attend Options Evening and receive careers guidance materials.

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		& form/lesson activities 6. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 7. Careers information highlighted across all subject and displays within each department.				
Year 9	1. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 2. DWP Careers sessions (PP students) **(GB2,3,5)** 3. Weekly Careers Newsletter featuring a Job of the week, Labour Market	1. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 2. DWP Careers sessions (PP students) **(GB2,3,5)** 3. Weekly Careers Newsletter featuring a Job of the week, Labour Market	1. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 2. DWP Careers sessions (PP students) **(GB2,3,5)** 3. Weekly Careers Newsletter featuring a Job of the week, Labour Market	Deeper understanding of labour market information; career exploration.	Supports raising aspirations and addressing disadvantage.	Parents updated at Parents' Evenings and through targeted communications.

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	Information and Employer Spotlight **(GB1,2,3,4)** 4. Careers information highlighted across all subject and displays within each department.	Information and Employer Spotlight **(GB1,2,3,4)** 4. Careers information highlighted across all subject and displays within each department.	Information and Employer Spotlight **(GB1,2,3,4)** 4. Careers information highlighted across all subject and displays within each department.			
	1. Business Studies – Presentations from local enterprises **(GB4,5)** 2. Future Skills Test	1. National Careers Week assembles & form activities **(GB2,4)** 2. National Careers Week – curriculum lessons **(GB2,4)** 3. National Apprenticeship Week, Assembles & form/lesson activities 4. University visits**(GB5,7)**	1. Visit to Training Providers, Colleges & Universities **(GB5,7)**	Deeper understanding of labour market information; career exploration.	Supports raising aspirations and addressing disadvantage.	Parents updated at Parents' Evenings and through targeted communications.
Year 10	1. Young Enterprise Company Programme **(GB2,5)**	2. Young Enterprise Company Programme **(GB2,5)**	1. Young Enterprise Company Programme **(GB2,5)**	Practical experience of work-related	Supports employability and	Parents informed of Work Experience Week and

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	2. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 3. Work Experience/Careers Week **(GB6)** 4. National Apprenticeship Week, Assembles & form/lesson activities 5. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 6. Careers information highlighted across all subject and displays within each department.	PSHE Form Sessions- Careers lessons **(GB2,3,4)** 3. Work Experience/Careers Week **(GB6)** 4. National Apprenticeship Week, Assembles & form/lesson activities 5. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 6. Careers information highlighted across all subject and displays within each department.	2. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 3. Work Experience/Careers Week **(GB6)** 4. National Apprenticeship Week, Assembles & form/lesson activities Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 5. Careers information highlighted across all subject and displays within each department.	learning and enterprise.	preparation for KS5/Post-16.	Careers Day opportunities.

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Year 10	1. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 2. Business Studies – Presentations from local enterprises **(GB4)** 3. Future Skills Test	1. National Careers Week assembles & form activities **(GB2,4)** 2. National Careers Week – curriculum lessons **(GB2,4)** 3. National Apprenticeship Week, Assembles & form/lesson activities 4. Visit to Universities **(GB5,7)**	1. Careers day - Job application process focus **(GB2,3,5)** 2. Black Country Careers Fair **(GB5,7)** 3. Visit to Training Providers, Colleges & Universities 4. Work Experience Week **(GB5,6)**	Practical experience of work-related learning and enterprise.	Supports employability and preparation for KS5/Post-16.	Parents informed of Work Experience Week and Careers Day opportunities.
Year 11	1. 20 minute personal careers interview with Independent Careers Advisor **(GB8)** 2. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)**	1. 20 minute personal careers interview with Independent Careers Advisor **(GB8)** 2. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)**	1. 20 minute personal careers interview with Independent Careers Advisor **(GB8)** 2. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)**	Confidence in interviews, applications and next steps decision-making.	Supports positive destinations and minimises NEET risk.	Parents engaged through Parents' Evening, careers interviews and guidance events.

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	3. Careers information highlighted across all subject and displays within each department.	3. Careers information highlighted across all subject and displays within each department.	3. Careers information highlighted across all subject and displays within each department.			
Year 11	1. PSHE Practice interviews preparation **(GB2,3,4)** 2. Practice Job interviews – Walsall Rugby Club **(GB5,8)** 3. Parents Evening career information for students and parents including LMI **(GB2)** 4. Future Skills Test	5. Apprenticeship / Training provider assembly **(GB5,7)** 6. National Careers Week assembles & form activities **(GB2,4)** 7. National Apprenticeship Week, Assembles & form/lesson activities 8. Visit to Training Providers, Colleges & Universities **(GB5,7)**	NCS programme **(GB5,6,7)**	Confidence in interviews, applications and next steps decision-making.	Supports positive destinations and minimises NEET risk.	Parents engaged through Parents' Evening, careers interviews and guidance events.
Year 12	1. 20 minute optional personal careers interview with independent	1. 20 minute optional personal careers interview with independent	1. 20 minute optional personal careers interview with independent	Develop independence, knowledge of higher/further	Supports progression to HE, apprenticeships	Parents attend UCAS events and receive updates via school

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	Careers advisor **(GB8)** 2. Subject specific employer / enrichment programme **(GB3,5,7)** 3. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 4. EYE / H&S work placements **(GB2,4,6)** 5. World of Work Week sessions **(GB2,3,5,7)** 6. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 7. Careers information highlighted across	Careers advisor **(GB8)** 2. Subject specific employer / enrichment programme **(GB3,5,7)** 3. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 4. EYE / H&S work placements **(GB2,4,6)** 5. World of Work Week sessions **(GB2,3,5,7)** 6. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 7. Careers information highlighted across	Careers advisor **(GB8)** 2. Subject specific employer / enrichment programme **(GB3,5,7)** 3. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 4. EYE / H&S work placements **(GB2,4,6)** 5. World of Work Week sessions **(GB2,3,5,7)** 6. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 7. Careers information highlighted across	education and apprenticeships.	and employment.	website and letters.

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	all subject and displays within each department.	all subject and displays within each department.	all subject and displays within each department.			
Year 12	1. Parents Evening career information for students and parents including LMI **(GB2)** 2. Visit to University **(GB7)**	1. Apprenticeship Q&A session **(GB5,7)** 2. Real Apprentice event **(GB5,7)** 3. National Careers Week assembles & form activities **(GB2,4)** 4. National Apprenticeship Week, Assembles & form/lesson activities	1. UCAS Week **(GB5,7)** 2. Careers day (Part of UCAS week) – **(GB5,7)** 3. Work Experience week **(GB6)** 4. Careers Fair **(GB5,7)**	Develop independence, knowledge of higher/further education and apprenticeships.	Supports progression to HE, apprenticeships and employment.	Parents attend UCAS events and receive updates via school website and letters.
Year 13	1. 20 minutes optional personal careers interview with independent Careers advisor **(GB8)** 2. Subject specific employer / enrichment	9. 20 minutes optional personal careers interview with independent Careers advisor **(GB8)** 10. Subject specific employer / enrichment	1. 20 minutes optional personal careers interview with independent Careers advisor **(GB8)** 2. Subject specific employer / enrichment	Confidence in applying to higher education, apprenticeships or employment.	Supports successful destinations and life beyond school.	Parents engaged through Parents' Evenings, UCAS guidance and application support.

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	programme **(GB3,5,7)** 3. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 4. EYE / H&S work placements **(GB2,4,6)** 5. World of Work Week sessions **(GB2,3,5,7)** 6. National Apprenticeship Week, Assembles & form/lesson activities 7. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 8. Careers information highlighted across	programme **(GB3,5,7)** 11. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 12. EYE / H&S work placements **(GB2,4,6)** 13. World of Work Week sessions **(GB2,3,5,7)** 14. National Apprenticeship Week, Assembles & form/lesson activities 15. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 16. Careers information highlighted across	programme **(GB3,5,7)** 3. PSHE Form Sessions- Careers lessons **(GB2,3,4)** 4. EYE / H&S work placements **(GB2,4,6)** 5. World of Work Week sessions **(GB2,3,5,7)** 6. National Apprenticeship Week, Assembles & form/lesson activities 7. Weekly Careers Newsletter featuring a Job of the week, Labour Market Information and Employer Spotlight **(GB1,2,3,4)** 8. Careers information highlighted across			

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	all subject and displays within each department.	all subject and displays within each department.	all subject and displays within each department.			
Year 13	1. University open days **(GB7)** 2. Parents Evening career information for students and parents including LMI **(GB2)**	1. National Apprenticeship event (NIA, Birmingham) **(GB5,7)** 2. National Careers Week assembles & form activities **(GB2,4)** 3. Visit to University	1. Apprenticeship / Training provider assembly **(GB5,7)** 2. Careers Fair **(GB5,7)**	Confidence in applying to higher education, apprenticeships or employment.	Supports successful destinations and life beyond school.	Parents engaged through Parents' Evenings, UCAS guidance and application support.

Benchmark 1: A stable careers programme

- Joseph Leckie Academy will measure and assess the impact of our careers programme using the Gatsby Benchmarks and Compass tool.
- Regular evaluation of activities and overall programme using opinions of students, teachers, parents and employers.
- Joseph Leckie Academy has a named Careers Leader who is supported by an Assistant Principal with responsibility for Careers. The Leadership Team and Board of Governors support the careers programme.
- Joseph Leckie Academy has a dedicated Careers website with useful and up-to-date information for use by students, parents, teachers, employers and alumni.
- The Provider Access Policy is published on the Academy's website.

Benchmark 2: Learning from careers and labour market information

- PDP lessons, assemblies, Career of the week form slides and Careers Week form time activities will be used to inform students of up-to-date LMI information.

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- LMI information is available on the Careers website for use of students, parents, teachers and employers.
- LMI information is shared with parents and students at Parents' Evenings and other Open Evening events.
- Staff kept up-to-date with careers and labour market information via regular emails, staff briefing and CPD sessions.
- External organisations and employers used to contribute towards the delivery of LMI.

Benchmark 3: Addressing the needs of each pupil

- The Careers Programme at Joseph Leckie Academy is designed to support all our students develop their knowledge and understanding of different career and educational pathways.
- At Joseph Leckie Academy we aim to raise the aspirations of all of our students; encouraging them to consider all pathways open to them including Traineeships, Further Education, Higher Education and Apprenticeships.
- We track the destinations of our students and use that information to evaluate our Careers Programme.
- Our SENDCO works closely with our Careers Leader to ensure that our Careers Programme is accessible and suitable for all of our students.
- Our More Able Coordinator works closely with our Careers Leader to ensure that our Careers Programme is designed to raise the aspirations of all of our students.
- The Academy keeps a detailed record of all careers related activities and uses this to tailor and target future support.
- The use of Unifrog for our students to record their activities, experiences and learning is heavily encouraged and time is given for students to use this platform.
- Year 8 complete a form time Key Stage 4 Options workbook to help them understand and choose their Key Stage 4 options.

Benchmark 4: Linking curriculum learning to careers

- At Joseph Leckie Academy we believe that careers learning should be embedded into all subject areas, not just PDP, English, Maths and Science. Each faculty / department includes careers education in their schemes of work where appropriate
- A dedicated Careers Week ensures that a career education is included in lessons in each subject area.
- Each subject area has a dedicated careers display.
- Subject areas are encouraged to develop links with employers and / or educations institutions in order to create careers learning opportunities in lessons.
- Staff Careers Champions drive the Careers Programme forward in each department / faculty.
- A Careers CPD workshop is available as a part of the Academy's CPD Programme.
- Each year group has PDP lessons which are tailored to different stages of their career learning.
- The Academy works hard to develop STEM opportunities such as trips, clubs, workshops and speakers in the related faculty / departments.

Benchmark 5: Encounters with employers and employees

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- Joseph Leckie Academy has a strong network of local employers who are willing to support the Academy in the delivery of our Careers Programme.
- All students have the opportunity to take part in sessions / assemblies by visiting speakers.
- Trips to local employers are arranged throughout the year.
- We are building our network of Alumni who will be able to provide a variety of encounters for our students; as well as showcase the achievement of our former students.
- All Year 7, 10 and Sixth Form students attend the annual Careers Fair.
- Year 10 will take part in a Careers day and Work Experience Week
- Year 11 will have mock interviews with local employees.
- Year 11 students will have the opportunity to visit an Apprenticeship Roadshow.
- Year 12 will have a careers day as a part of their 'UCAS Week'.
- Year 12 & 13 will have the opportunity to attend the National Apprenticeship Event

Benchmark 6: Experience of workplaces

- Year 12 students will take part in a Work Experience Week in the Summer Term.
- Year 7 students will have the opportunity to take part in the 'Take Your Child to Work Day' as part of Activities Week.
- All students are encouraged to gain voluntary work during their spare time and during Academy holidays. If required they will be supported in this and opportunities are regularly advertised.
- Year 11 and 12 students are encouraged to take part in NCS which includes a voluntary work placement.
- Students have many opportunities to take on leading roles within the Academy to give them a taste of a working dynamic E.g. Academy Council, Head Boy/Girl etc.
- Visits to employers are arranged throughout the year for small groups of students.

Benchmark 7: Encounters with further and higher education

- The Academy has built up contacts with a range of local and national educational providers and uses these contacts to help to inform our students of all of the options available to them.
- Year 7, 10 and Sixth Form students attend our annual Careers Fair with Universities, Colleges, Apprenticeships, Training Providers, Gap Year and Voluntary Work organisations all in attendance.
- Speakers, taster lectures, trips and projects are arranged throughout the year.
- PDP sessions and assemblies help students to explore all possible options.
- Parents are kept informed through Parents' Evenings, letters and the Academy website.

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- Year 12 students visit at least 2 universities during 'UCAS Week'.
- Tailored Access Schemes and projects from universities are offered to our students.
- University Summer Schools are advertised and encouraged to our Year 10 and 12 students.
- Students in Year 11 and 12 are encouraged to take part in NCS which includes a university taster experience.
- Year 8 pupils and parents are given up-to-date information as part of the Key Stage 4 Options process.

Benchmark 8: Personal guidance

- Every student will have had at least one interview with our Careers Advisor by the end of Year 11. Students discuss their chosen pathway and can also request application support, mock interviews, CV advice etc.
- Every student has the opportunity to have at least one interview with our Careers Advisor or Careers Leader by the end of Year 13.
- The above sessions usually occur much more than just once for most students, they are impartial and conducted by staff with professional careers qualifications.
- All Year 11 students who apply to Joseph Leckie Academy will have an interview with the Head of Sixth Form.
- Joseph Leckie Academy has a 'NEET Team' made up of pastoral staff who work with individuals with the aim that none of our students are NEET at the end of Year 11.

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