

Careers Plan

Date reviewed:	September 2025	
Approved by:	LGB	October 2025
Next review due by:	September 2026	

For Office Use Only:

Policy Version: 1.1

To make changes to this policy, please
email admin@lincolnshiregateway.co.uk.

Learning area	KS3 learning aim (11-14)	Lessons which cover this learning aim	Year group
Grow throughout life	being aware of the sources of help and support available and responding positively to feedback	Who am I?	7
		What are my interests?	8
		What are my skills?	9
	being aware that learning, skills and qualifications are important for career	What are my skills?	9
	being willing to challenge themselves and try new things	What are my interests?	8
	recording achievements	Who am I?	7
		What are my interests?	8
		What are my skills?	9
	being aware of heritage, identity and values	Who am I?	7
Explore Possibilities	being aware of the range of possible jobs	Exploring possibilities: dream jobs	7
	identifying common sources of information about the labour market education system	Job applications: superhero CVs	8
		What comes after school: the main learning pathways	9
	being aware of the main learning pathways (e.g. university, college and apprenticeships)	What comes after school: the main learning pathways	9
	being aware that many jobs require learning, skills and minimum qualifications	What comes after school: the main learning pathways	9
	being aware of the range of different sectors and organisations where they can work	Exploring possibilities: dream jobs	7
	being aware of the range of ways that organisations undertake recruitment and selection	Job applications: superhero CVs	8
Manage Career	being aware that career describes their journey through life, learning and work	What is a career?	7
	looking forward to the future	What is a career?	7
		Decision making: choosing what to study at KS4	9
	imagining a range of possibilities for themselves in their career	What is a career?	7
	being aware that different jobs and careers bring different challenges and rewards	What is a career?	7
		Challenges and rewards of work	8
	managing the transition into secondary school and preparing for choosing their GCSEs	Decision making: choosing what to study at KS4	9
Create opportunities	developing friendships and relationships with others	Challenges and rewards of work	8
		Decision making: choosing what to study at KS4	9
	being aware that it is important to take initiative in their learning and life	Creating the life you want: making a vision board	8
		What is an entrepreneur?	7
		Creating the life you want: making a vision board	8
	being aware that building a career will require them to be imaginative and flexible	Taking control of your career journey	9
		Creating the life you want: making a vision board	8
		Taking control of your career journey	9
	developing the ability to communicate their needs and wants	Taking control of your career journey	9
	being able to identify a role model and being aware of the value of leadership	What is an entrepreneur?	7
	being aware of the concept of entrepreneurialism and self-employment	What is an entrepreneur?	7

Balance life and work	being aware of the concept of work-life balance	What is a work-life balance?	7
		What does success mean to me?	8
	being aware that physical and mental wellbeing are important	What is a work-life balance?	7
		What does success mean to me?	8
	being aware of money and that individuals and families have to actively manage their finances	Working and earning: managing your money	9
	being aware of the ways that they can be involved in their family and community	What is a work-life balance?	7
		What does success mean to me?	8
		Working and earning: managing your money	9
	being aware of different life stages and life roles	What is a work-life balance?	7
		What does success mean to me?	8
		Working and earning: managing your money	9
See the big picture	being aware of rights and responsibilities in the workplace and in society	What is a work-life balance?	7
	recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces	What is a work-life balance?	7
	being aware of a range of different media, information sources and viewpoints	Careers and the future	7
		Careers and the climate	8
	being aware that there are trends in local and national labour markets	What is the labour market and why is it important?	9
	being aware that trends in technology and science have implications for career	Careers and the future	7
		Careers and the climate	8
	being aware of the relationship between career and the natural environment	Careers and the climate	8
	being aware of the relationship between career, community and society	What is the labour market and why is it important?	9
	being aware of the relationship between career, politics and the economy	Careers and the future	7
		What is the labour market and why is it important?	9

Learning area	KS4 learning aim (14-16)	Lessons which cover this learning aim	Year group
Grow throughout life	responding positively to help, support and feedback	Reflecting on my career journey: past, present and future	10
		What are my employability skills?	11
	positively engaging in learning and taking action to achieve good outcomes	Reflecting on my career journey: past, present and future	10
	recognising the value of challenging themselves and trying new things	Reflecting on my career journey: past, present and future	10
		What are my employability skills?	11
	reflecting on and recording achievements, experiences and learning	Reflecting on my career journey: past, present and future	10
		What are my employability skills?	11
	considering what learning pathway they should pursue next	Reflecting on my career journey: past, present and future	10
reflecting on their heritage, identity and values	Reflecting on my career journey: past, present and future	10	
Explore Possibilities	which one they want to follow and how they will access and succeed in it	Post 16 – Choices, Choices	11
	researching the learning and qualification requirements for jobs and careers that they are interested in	Exploring employer profiles	10
	researching the range of workplaces and what it is like to work there	Exploring employer profiles	10
	researching how recruitment and selection processes work and what they need to do to succeed in them	Exploring employer profiles	10
Manage Career	recognising the different ways in which people talk about career and reflecting on its meaning to them	What type of career is best for me?	10
	building their confidence and optimism about their future	What type of career is best for me?	10
		Decision making: choosing your post-16 pathway	11
	making plans and developing a pathway into their future	What type of career is best for me?	10
		Decision making: choosing your post-16 pathway	11
	considering the risks and rewards associated with different pathways and careers	What type of career is best for me?	10
	taking steps to achieve in their GCSEs and make a decision about their post-16 pathway	Decision making: choosing your post-16 pathway	11
thinking about how they deal with and learn from challenges and setbacks	Decision making: choosing your post-16 pathway	11	
Create opportunities	developing friendships and relationships and reflecting on their relationship to their career	Preparing to go on work experience	10
		Researching volunteering and paid work	11
	starting to take responsibility for making things happen in their career	Preparing to go on work experience	10
		Researching volunteering and paid work	11
	being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them	Researching volunteering and paid work	11
	being willing to speak up for themselves and others	Preparing to go on work experience	10
	being able to discuss roles models and reflect on leadership	Preparing to go on work experience	10
researching entrepreneurialism and self-employment	Researching volunteering and paid work		

Balance life and work	reflecting on the different ways in which people balance their work and life	Wellbeing in the workplace	10
	reflecting on their physical and mental wellbeing and considering how they can improve these	Wellbeing in the workplace	10
	recognising the role that money and finances will play, in the decisions that they make and, in their life and career	Money talks: apprenticeships vs. higher education	11
	recognising the role that they play in their family and community and considering how that might shape their career	Money talks: apprenticeships vs. higher education	11
	considering how they want to move through different life stages and manage different life roles	Money talks: apprenticeships vs. higher education	11
	developing knowledge of rights and responsibilities in the workplace and in society	Wellbeing in the workplace	10
	identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces	Wellbeing in the workplace	10
See the big picture	evaluating different media, information sources and viewpoints	In person, hybrid and remote: what works best?	10
		Is AI a threat to our jobs?	11
	exploring local and national labour market trends	In person, hybrid and remote: what works best?	10
		Is AI a threat to our jobs?	11
	exploring trends in technology and science	Is AI a threat to our jobs?	11
	exploring the relationship between career and the environment	In person, hybrid and remote: what works best?	10
	exploring the relationship between career, community and society	In person, hybrid and remote: what works best?	10
	exploring the relationship between career, politics and the economy	In person, hybrid and remote: what works best?	10
		Is AI a threat to our jobs?	11

Rationale

Young people are faced with a complex set of demands when making themselves ready for their future careers. Kirton Academy aims to ensure that our students are self-confident, skilled and career-ready. This is achieved through a programme of activities that span every year group from Year 7 through to Year 11 and beyond and engages with many external organisations, employers, Post 16 and 18 providers to be able to deliver the 8 Gatsby benchmarks in full.

ENRICHMENT OPPORTUNITIES

Structured program of assemblies throughout the year, careers within lessons, trips, visits and events such as National Careers and Apprenticeship week. The list below are not exhaustive and are often added to throughout the Academic calendar. All students have access to Unifrog the online careers platform and access to Jane our IAG careers advisor. Jane can provide groups, 1:1 advice. There is a wealth of careers resources accessible to students in our careers room. Below is an example of enrichment opportunities for Y7-Y11

Year 7	Careers Café's - access to Post 16 providers throughout the year. Work Experience workshops and opportunities Trips and visits (examples): NHS Talent Academy, Sustainable futures at Riseholme, Construction event at Lincolnshire showground, Y8&9 Lincoln college experience day Employer talks and visits Careers Fair Subject activities linked to careers e.g. Forensic Science Workshop
Year 8	Careers Café's - access to Post 16 providers throughout the year. Work Experience workshops and opportunities Trips and visits (examples): NHS Talent Academy, Sustainable futures at Riseholme, Construction event at Lincolnshire showground, Y8&9 Lincoln college experience day Employer talks and visits Careers Fair Subject activities linked to careers
Year 9 & 10	Careers Café's - access to Post 16 providers throughout the year. Work Experience workshops and opportunities Post 16 & 18 visits Trips and visits (examples): Lincoln College, ASI (Air and Space Institute), Access Creative, JLC, NLC, Access Creative, HETA, NHS Talent Academy, Sustainable futures at Riseholme, Construction event at Lincolnshire showground, Y8&9 Lincoln college experience day and Y10 HE experience day Employer talks and visits OXBRIDGE talks and visits Sports leadership Academy Subject activities linked to careers
Year 11	Post 16 Assembly program Application for Post-16 support Exam stress workshops by With me In Mind Resilience workshops by With me in mind Visits to NHS Talent Academy, Access Creative, Post 18 providers Careers Café Careers Fair National Careers and Apprenticeship week Employer talks and workshops Subject activities linked to careers

