

Chace Careers Programme

2025/26

Careers Education, Information, Advice and Guidance (CEIAG) at Chace seeks to holistically prepare students for their future. It is a comprehensive careers programme that provides aspirational and realistic career goals for all of our students, and clearly links curriculum learning to careers. We seek to provide students with the knowledge and experience to make informed decisions for their future choices in the workplace, higher education or training.

To achieve this aim, we follow the Gatsby Benchmarks of Good Careers Guidance framework to develop and improve our careers provision. The programme has been extensively reviewed in the summer of 2025 to ensure compliance with the updated benchmarks.

The eight Gatsby benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Whole school Overview

GATSBY BENCHMARKS	STABLE CAREERS PROGRAMME	LEARNING FROM CAREER & LABOUR MARKET INFO	ADDRESSING THE NEEDS OF EACH PUPIL	LINK THE CURRICULUM	ENCOUNTERS WITH EMPLOYERS	EXPERIENCE S OF WORKPLAC ES	ENCOUNTERS WITH FURTHER & HIGHER EDUCATION	PERSONAL GUIDANCE
ALL	The school's ambition is to ensure that all students leave equipped with the skills and knowledge to reach their next stage of development. This will be achieved through a varied careers programme.	All students will be taught about career paths and the current labour market trends to inform their own decisions. The Unifrog platform is used throughout the school. Parents will be encouraged to support their children through our website, the Unifrog platform, newsletters and promotion of careers events and opportunities on social media. Careers links are built into lessons, including application of the labour market to the curriculum.	Our ambition is to raise aspirations of all our students including SEN students. We will keep track of any agreed decisions and advice given. This will be done through the Unifrog platform, Life Skills curriculum, Enrichment Days and our annual Careers Week. The Jack Petchey Foundation Awards recognise the holistic achievement and progress of selected students.	All students will be provided with information on how the different subjects enable students to gain a wider choice of careers, including STEM. There is a Big Bang STEM careers fair and employer-led workshops for Year 8, 9 & 10. All students will be made aware of how employability skills link to their learning across the curriculum. There are various trips across the Key Stages that enhance	All students will have opportunities to link with employers primarily through our Enrichment Days and our annual Careers Week. Every year group will have at least one assembly led by an employer. Years 8, 9, 10 and 12 encounter employers through the Big Bang STEM careers fair and workshops. Several year groups participate in challenge days. Year 8 students participate in a Food Challenge Day, focusing on key skills. They also participate in a	Students in Year 12 will either have a one-week in-person work experience or, where this is not possible, access to a virtual work experience opportunity. They will also be encouraged and supported to take an active role in volunteering in their communities. All Year 10 students will participate in work experience workshops in the summer term, encountering a variety of employers.	Year 9 and 11 students will have various taster lessons or taster days linking to their subjects. They will visit colleges and universities throughout their study years, including a trip to Cambridge University for targeted students. All of Year 9 and all of Year 12 visit a university or college. Students research and choose the trip that they want to attend. Assemblies focusing on colleges and universities are offered in Year 9 and 12. All of Year 12 are invited to attend a higher education fair and the vast majority do attend. They will also have access to Careers Advisor meetings as well as up to date resources. They will also have the	All Year 10/11 and Year 12 students will be offered careers interviews with an impartial careers advisor, either 1-1 or in small group settings. All of Year 9 students will have the opportunity to see the careers advisor to discuss transition to KS4. All students will be asked to create an online profile, linking to future career and subject choices, on the Unifrog platform. All students will be encouraged to add to their Student Locker on Unifrog to record their experiences and guidance.

			Our scheme of learning in KS5 Key Skills utilises Unifrog, including a focus on personal development, CV writing and job interview skills. All year 12 students participate in the Talk About the Future workshop. Year 7 participate in Talk about Transition. Students receive tailored information through Unifrog and personalised guidance through the careers adviser.	the curriculum and link to careers, including a university or college trip for all Year 9 students. Post-16 students attend a higher education fair and a university/college trip	trading game, encountering workers in the charity sector. Year 10 students take part in a tyre enterprise challenge. Talks and seminars by visiting employers are arranged throughout the year for a range of students. The Unifrog platform allows the school to tailor these opportunities to the needs and interests of the students. Students and parents will also be made aware of various opportunities with employers, including virtual encounters. All Y8 students visit Colchester Zoo, focusing on the range of careers working with animals.	They also participate in virtual work experience programmes. Key Stage 3 students participate in employer encounters, including the Into Tech Scheme.	opportunity to learn about further and higher education opportunities through guest speakers. Year 13 students meet with universities as part of the UCAS process. Year 11 students have the opportunity to participate in workshops from local further education colleges. These providers also deliver assemblies and workshops across the school.	By the end of Key Stage 4, every student will have a linked staff member to support them with planning their future goals and transition to post 16 options. All EHCP students will have a bespoke careers meeting at key transition points. They will also have a range of personal statement and CV writing workshops to support their college applications.
--	--	--	---	---	---	---	--	---

Year by Year Overview

Year 7	• All students create an online profile, linking to future career and subject choices, on the Unifrog platform. There are activities to explore throughout the year in form time and through Google Classroom. • Students develop essential skills through taking short lessons in form time following the Unifrog curriculum. • The whole year group participates in the Careers Week, including assembly and employer encounters such as the NHS. • Students participate in an oracy workshop, building communication skills.
Year 8	• All students continue to interact with the Unifrog platform, and add career experiences to their locker. • CEIAG is incorporated into the Lifeskills curriculum. • The whole year group participates in the Careers Week, including an assembly employer encounter, focusing on STEM. • All students participate in 2 challenge days building essential skills and encountering employers and volunteers. • Selected students receive focused careers support through in-school interventions. • All students visit Colchester Zoo, focusing on the range of careers working with animals. • All students attend the Big Bang STEM careers fair and workshops.
Year 9	• All students continue to interact with the Unifrog platform, adding career experiences to their locker, with a focus on choosing options linked to future career goals • CEIAG is incorporated into the Lifeskills curriculum with a focus on choosing options linked to future career goals. • The whole year group participates in the Careers Week, including assembly employer encounters focusing on colleges and universities. • All students have the opportunity to attend the Big Bang STEM careers fair and workshops. • STEM ambassadors support with the delivery of the Big Bang STEM careers fair and workshops for Year 6 students. • All students are involved with the First Give programme. • Group interviews with the careers advisor to support the options process. • Selected students attend a university trip. • All students attend a university or college trip. • Students have opportunities to learn about apprenticeships through Life Skills and enrichment day workshops.
Year 10	• All students continue to interact with the Unifrog platform, adding career experiences to their locker, with a focus on preparing for post 16 choices. • Various Key Stage 4 courses link to CEIAG through the specification, as well as ongoing employability skills development. • CEIAG is incorporated into the Lifeskills curriculum with a focus on post 16 choices. • The whole year group participates in the Careers Week, including a HE/FE assembly and encounter focusing on apprenticeships. • Participation in the Big Bang STEM careers fair and workshops. • All students have the opportunity to participate in work experience workshops with a variety of employers. • Selected students attend trips, such as to the Toni and Guy Academy • Students participate in virtual work experience. • Many students see the careers adviser.
Year 11	• All students continue to interact with the Unifrog platform, adding career experiences to their locker, with a focus on preparing for post 16 choices. • Various Key Stage 4 courses link to CEIAG through the specification, as well as ongoing employability skills development. • CEIAG is incorporated into the Lifeskills curriculum with a focus on post 16 choices. • The whole year group participates in the Careers Week, including a STEM assembly/employer encounter. • Every student has an interview with a member of SLT or the sixth form team. • Year 11 students are prioritised for employer and workplace encounters. • Every student has access to the careers advisor either 1-1 or in small groups.

Year 12	• There is a clear careers programme delivered through key skills that incorporates CV building, employer encounters and preparation for post 18 options. • All students use Unifrog to research careers and employment opportunities. • The majority of students participate in a one week work experience programme and the remainder complete a virtual work experience placement and work experience in school. • Students continue to access Unifrog and are encouraged to use the locker to build up their CV and prepare to write their personal statement. • All students are given the opportunity to visit the North London Higher Education Fair. • All students visit a university or college. • Post 16 students are prioritised for employer and workplace encounters; they encounter a wide range of employers and opportunities. • All Year 12 students are encouraged to volunteer in the school or wider community. • Participation in the Big Bang STEM careers fair and workshops. • The whole year group participates in the Careers Week, including employer and HE encounters. • Students have access to apprenticeship opportunities. • Every student has access to the careers advisor either 1-1 or in small groups. • All students participate in the Talk about the Future course, meeting with professionals to build confidence in oracy and interview preparation. • Students have access to apprenticeship opportunities, including Amazing Apprenticeships. • Students encounter a range of employers and HE providers through the Chace + programme. • Students have the opportunity to have a careers mentor through Brightside Mentoring.
Year 13	• There is a clear careers programme delivered through key skills that incorporates CV building, employer encounters and preparation for post 18 options • Students visit subject-specific university days and trips in person or virtually. • Post 16 students are prioritised for employer and workplace encounters. • There is a rigorous programme to support students through their UCAS application and assist them with other post 18 options such as apprenticeships. • Attendance of university open days • The whole year group participates in the Careers Week, including employer and HE encounters. • Students in danger of being NEET are prioritised for careers support from the careers advisor and pastoral team. They are also offered a careers mentor through Brightside Mentoring. • Students have access to apprenticeship opportunities. • Year 13 students meet with universities as part of the UCAS process. • Students participate in work ready workshops, such as assessment centre preparation.

Key Staff Linked to CEIAG

Named members of staff have responsibilities for CEIAG at Chace:

Strategic Careers Lead - Amanda Roper. The Strategic Careers Advisor has oversight of the careers programme and ensures that it is compliant with statutory requirements, as well as being aspirational for all students.

Governor link - Tracy Jenkins. They take a strategic interest in CEIAG and encourage employer engagement.

Careers Coordinator - Anna Abeli. The Careers Coordinator leading, managing, developing and improving the careers provision offered at Chace. They oversee the implementation and organisation of the careers programme.¹

Careers Adviser - our impartial careers adviser offers impartial careers advice, recording all interactions with students on Unifrog.

¹ <https://docs.google.com/document/d/18MfUBAqeUYfBzIGq-b5FTWR7oWb33Ycp/edit#heading=h.gjdgxs>

Monitoring and reviewing careers provision

When monitoring the success of the careers programme, the school considers formal and informal measures, qualitative and quantitative data and hard and soft outcomes for students.

The careers programme is evaluated in a number of ways, including:

- student feedback on their experience of the careers programme and what they gained from it
- staff feedback on careers lessons, career day activities, mock interviews etc
- gathering informal feedback from external partners and from parents
- quality assurance of careers lessons as part of the life skills programme
- student destination figures post-16 and post-18

- Interactions on Unifrog mapped against Gatsby benchmarks

- Use of the Compass audit

- Use of the Future Skills Questionnaire across year groups.

- Review of the destinations data

A review process will take place fully each year, with regular reviews after key events and data collections.. Information about destinations and students who remain NEET, which is provided by the LA, will also inform our review process. The CEIAG offer is adapted according to the review to ensure that the support remains relevant and impactful to students.