

Approval Committee: Full Governing Body
Author/responsible person: Thomas Stuchfield
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Required to publish on website? Yes Statutory? Yes

Sedgehill Academy Careers Programme

Sedgehill Academy is committed to providing students with high quality, independent advice and guidance with regards to careers, further and higher education and future life choices.

Careers Team Details:

Sedgehill Academy Careers Leader: Thomas Stuchfield

Contact details: tom.stuchfield@sedgehillacademy.org.uk

Sedgehill Academy Careers Adviser: Careers Adviser

Contact details: jenny.edwards@sedgehillacademy.org.uk

Sedgehill Academy Careers-Link Governor: Clare MacDonald

Business Ask: If you are a business and would like to support Sedgehill Academy with our careers provision, please get in touch with Tom Stuchfield or Careers Adviser using the details above. Please look at the Provider Access Policy for more information.

We are currently looking for businesses to support us with the following:

- Work experience placements for Year 10 and 12
- STEM workshops
- Careers Talks

Please note: This is a working document and as such is subject to change. We endeavor to evaluate and review all activities to ensure that they are meaningful and promote aspirations.

To ensure students at Sedgehill Academy receive the highest quality information, advice and guidance we have put the following into place:

Statutory Guidance checklist table

Gatsby Benchmarks:

In 2018, the government released a new careers strategy and statutory guidance for schools and colleges. It put an increased focus on using the Gatsby Benchmarks as a framework for best practice around which we can build our own careers provision.

The eight Gatsby Benchmarks of Good Career Guidance:

1. A stable careers programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.

2. Learning from labour market information

Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

<p>3. Addressing the needs of each pupil Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.</p>
<p>4. Linking curriculum learning to careers All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>
<p>5. Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>
<p>6. Experiences of workplaces Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.</p>
<p>7. Encounters with further and higher education All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>
<p>8. Personal guidance Every pupil should have opportunities for guidance interviews with a careers advisor, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>

Sedgehill Academy Careers Programme 2026-2028

Year group	Learning objective	Activities	Gatsby Benchmarks	When	Who	Employer encounter
Year 7	Raise awareness of HE	Visit to London University	GBM 3, 7	Spring term	Careers Adviser Careers Lead Head of Year	PAL
	Raise awareness of Post 16 opportunities including apprenticeships & training.	Assembly from External Provider	GBM 3, 7	Summer Term		PAL
	Exploring different employment sectors	Careers drop down day	GBM 2, 3, 4	Spring Term	Careers Adviser Careers Lead Head of Sixth Form	External speakers from Healthcare, Marketing, Law, TV/Film, Retail
	Use information about career paths and the labour market to inform their own decisions on study options.	Assemblies from Careers Department	GBM 2, 4	Throughout the academic year	PSHE Lead Careers Lead	n/a
	Develop awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety

Year 8	Raise awareness of HE	Visit to London University	GBM 3, 7	Spring term	Careers Adviser Careers Lead Head of Year	PAL
	Raise awareness of Post 16 opportunities including apprenticeships & training.	Assembly from External Provider	GBM 3, 7	Summer Term		PAL
	Develop students awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety
	Exploring different employment sectors	Careers drop down day	GBM 2, 3, 4	Spring Term	Careers Adviser Careers Lead Head of Sixth Form	External speakers from Healthcare, Marketing, Law, TV/Film, Retail
Year 9	Raise awareness of HE	Visit to London University	GBM 3, 7	Spring Term	Careers Adviser Careers Lead Head of Year	PAL
	Raise awareness of Post 16 opportunities including apprenticeships & training.	Assembly from External Provider	GBM 3, 7	Summer Term		PAL
	Supporting SEND students with Y9 Option choices	1-2-1 Careers Guidance interviews	GBM 3, 8	Spring Term	Careers Adviser	n/a
	Develop students awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety
	Exploring different employment sectors	Careers drop down day	GBM 2, 3, 4	Spring Term	Careers Adviser Careers Lead Head of Sixth Form	External speakers from Healthcare, Marketing, Law, TV/Film, Retail
Year 10	Introduce benefits of work experience. Students find self-placements.	Assembly	GBM 3, 4	Autumn Term	Careers Lead Careers Adviser	n/a
	Students make work experience selections	During tutor time	GBM 3, 4	Throughout the academic year	Careers Lead Form Tutors	n/a
	Students out on work experience	Work experience	GBM 2, 3, 4, 5, 6	Summer Term	Careers Lead Form Tutors	various

					Careers Adviser	
	Supporting students with post 16 option choices.	1-2-1 Careers Guidance interviews for those in need (PPs/SEND/School refusers/disengaged)	GBM 3, 8	Summer Term	Careers Adviser	n/a
	Learning about different post 16 pathways - apprenticeships	Apprenticeship Fair (KS4 & 5) – carousel/networking session (in school)	GBM 2, 3, 5	Spring Term	Careers Adviser Careers Lead	Various apprenticeship providers
	Develop students awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety
	Encourage student to aspire to Oxbridge universities	Visit to Cambridge University	GBM 3, 4, 7	Autumn Term	Careers Lead	
	Exploring different employment sectors	Careers drop down day	GBM 2, 3, 4	Spring Term	Careers Adviser Careers Lead Head of Sixth Form	External speakers from Healthcare, Marketing, Law, TV/Film, Retail
Year 11	Enable students to make informed post 16 choices	1-2-1 Careers Guidance interviews for all students. Additional interviews for those at risk of NEET.	GBM 3, 8	Autumn Term	Careers Adviser	n/a
	Develop students awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety
Sixth Form	Raising awareness of different post 18 options including apprenticeships & university. Including talks from employers & universities.	PSHE Sessions	GBM 2, 3, 4, 5, 7	Throughout the academic year	Head of Sixth Form	various
	To enable students to make informed Post 18 choices.	1-2-1 Careers Guidance interviews	GBM 3, 8	Spring and Summer Term	Careers Adviser	n/a

	Students have access to a variety of summer schools, uni taster days/visits, careers fairs, work experience and insight sessions.	Fortnightly Careers Bulletin to students via email.	GBM 2, 3, 5, 6, 7	Throughout the academic year	Careers Adviser	various
	Learning about different post 16 pathways - apprenticeships	Apprenticeship Fair (KS4 & 5) – carousel/networking session (in school)	GBM 2, 3, 5	Spring Term	Careers Adviser	Learning about different post 16 pathways - apprenticeships
	Broaden awareness of apprenticeship opportunities and pathways	Apprenticeship Fair visit	GBM 2, 3, 5, 7	Summer Term	Head of Year	Yes – a variety
	Helping students to access Higher Education	UCAS Fair Trip	GBM 2, 3, 7	Summer Term	Head of Year	Yes – a variety
	Develop students awareness of the world of work and different careers and pathways.	Careers Fair (in school)	GBM 1, 2, 3, 4, 5, 7	Summer Term		Yes – a variety
	Provide students with a greater awareness of the world or work and the labour market.	Work Experience	GBM 1, 2, 3, 4, 5, 6, 7		Head of Year Careers Lead	Yes – a variety
	Develop students awareness of the world of work and different careers and pathways.	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety
	Encourage student to aspire to Oxbridge universities	Visit to Cambridge or Oxford University		Autumn	Careers Lead Scholars Lead	Encourage student to aspire to Oxbridge universities
	Develop students' awareness of the world of work and different careers	Career insights (employer presentations/ Q&A during tutor time.)	GBM 2, 3, 4, 5, 7	Throughout the academic year	Careers Adviser	Yes – a variety

	and pathways.					
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