

Summerhill School

Whole School Careers Plan 2025-2026



17 areas of Learning for Careers, Employability and Enterprise Education (CDI 2015)		The Eight Gatsby Bench Marks of Good Practice
1	Self-Awareness	1. A Stable Careers Programme
2	Self-Determination	2. Learning from Career and Labour Market information
3	Self-Improvement as a Learner	3. Addressing the needs of each pupil
4	Exploring careers and career development	4. Linking Curriculum Learning to Careers
5	Investigating work and working life	5. Encounters with Employers and Employees
6	Understanding business and industry	6. Experience of Workplaces
7	Investigating jobs and labour market information (LMI)	7. Encounters with Further & Higher Education
8	Valuing equality, diversity and inclusion	8. Personal Guidance
9	Learning about safe working practices and environments	
10	Making the most of careers information, advice and guidance (CEIAG)	
11	Preparing for employability	
12	Showing initiative and enterprise	
13	Developing personal financial capability	
14	Identifying choices and opportunities	
15	Planning and deciding	
16	Handling applications and interviews	
17	Managing changes and transitions	

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Cross Key Stage Plan

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
Displays	Career based display around the school, focused in each subject area and teacher – linked to possible future study and aspirations Career displays on school webpage focusing on Year groups, LMI and Alumni Careers information updated in careers base and in all tutor bases, plasma screens	Increased awareness of the provision of careers within the school Increased awareness of the opportunities available to students in subject areas	1 10 14
Visiting Speakers	Careers focused speakers both internally and externally throughout the academic year. Sessions are differentiated by year group, target audience and student focused areas. Some sessions are delivered whole year group assemblies while other sessions and follow up sessions are available during free time and off timetable for targeted students. Topics include;	Students will have an improved understanding of the variety of careers and college, university options open to them. Students will have a greater knowledge of the skills and qualifications required for their future aspirations – greater forward planning	1 4 5 6 9 14

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	Apprenticeships Uniformed Public Services College and University Applications Writing your CV Interview Skills	Students will have greater understanding of the realities of the current and changing labour market, breaking down misconceptions	
University/College Aspiration (Subject to guidance and restrictions)	Widening Participation Experiences Year 7 & 8 National Science week Year 9 Halesowen and Dudley College Visits, STEM Visits Year 10 OSH, KEDST, Apprenticeship Visits, STEM Visits Year 11 Oxbridge visits, Apprenticeship Visits (More Able)	Student aspirations are increased and they understand the variety of paths available to them Student engagement in lesson increased as they have a greater understanding of the requirements needed for career paths	1 2 3 4 5 11 14
Student Voice	Formal and informal gathering of student opinion on careers understanding and impact of provision	School aware of the strengths and weaknesses of careers provision used for future planning	1
Careers Fair	Careers and Higher Education Evening (Monday 22nd September 2026)	Increased student awareness of career paths available to them both locally and nationally Student aspiration developed and Students will have greater understanding of the realities of the current and changing labour market, breaking down misconceptions	4 5 7 10 14 25
Careers Base	Careers hub created online and in the library for students to access publications and research career options	Increased awareness of the variety of careers available within the local area, nationally and within key areas of interest.	1 10 14

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		Students also aware of their entitlement to CIEAG within the school	
Parental Engagement	Engagement through parent voice, meeting informally and formally, through the updated school website, newsletters and letters at key junctions during the academic year	Increased parental awareness of the variety of careers available within the local area, nationally and within key areas of interest. Better collaboration between all stakeholders in student aspiration and planning.	5 10

Activities by Year Group

Year 7

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
My Future: Connexions Assembly	July 2026	Increased awareness of the provision of careers, employability skills and future career pathways	1 10
Stereotypes	Wednesday 4th March 2026 Lead by DWP	Increased awareness of the variety of careers available within the local area, nationally and within key areas of interest.	1 10 14

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Year 8

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
My Future: Options Assembly & Workshop	February 2026	Increased awareness of the provision of careers, employability skills and future career pathways Greater understanding of job sectors, employment needs and skills in a changing market	1 3 4 5 6 7 10 11 14
Options Evening	March 2026	Students and parents have the opportunity to access high quality information and provision of future GCSE study pathways Students and parents start to make well informed option choices to maximise potential achievement Students have opportunity to study potential subjects relating to career options	1 3 4 5 6 7 10 11 14 15 16

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APPRENTICESHIPS	Wednesday 28th January	Introduction and comprehensive overview. Including an insight in to our Civil Service opportunities	1 3 4 5 6 7 10 11
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Year 9

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
My Future: Options Assembly	February 2026	Increased awareness of the provision of careers, employability skills and future career pathways	1 3 4 5 6 7 10 11 14
Options Evening	March 2026	Students and parents have the opportunity to access high quality	1 3

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		information and provision of future GCSE study pathways Students and parents are able to make well informed option choices to maximise potential achievement based on option advice and soft option choices in Year 8. Quicker option process and less confusion and option changes throughout the year.	4 5 6 7 10 11 14 15 16
Enterprise Challenge (STEM)	Science Trip - London Science Museum	Improved skills in employment readiness i.e. problem solving, Communication (written and verbal) etc.	4 10 11 12 13 15
College Visits (Dudley & Halesowen)	January 2026 (Subject to availability)	All Year 9 students to be given opportunity for a taster day at either Dudley College or Stourbridge college. This will dispel any myths relating to FE and give students real life FE experience helping to give them better information of future career path in Year 11	1 2 4 10 11 14 15 16 17
LABOUR MARKET INFORMATION &	Thursday 26 th February 2026	Introduction and comprehensive overview of the world of work and various job sectors. Also incorporates a case study that explains the do's and don'ts to	1 3 4 5 6

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CHOOSING GCSE OPTIONS		consider when choosing options in year 8 or 9. Promotes good practice and things to consider e.g. not to pick a subject to be with your friends	7 10 11 14
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Year 10

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
Planning for the future Workshops (CV, Personal Statements and Interview techniques)	April/May 2026	Improved skills in employment readiness, CV writing, interview technique and personal statements Increased understanding of the necessity for employability skills Improved aspirations and understanding of personal career pathways linked to academic progress Improved understanding of personal strengths and weaknesses and	1 2 3 4 6 8 9 10 11 12

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		opportunity to plan to address and develop these	
Local College Visits	Thursday 2 nd July 2026	All Year 10 students to be given opportunity for a taster day at local universities, depending on career path. This will dispel any myths relating to FE and give students real life FE experience helping to give them better information of future career path in Year 11	1 2 4 10 11 14 15 16 17
WEX	27 th April – 1 st May 2026	All Year 10 Students to get further opportunity to explore potential career choices first hand, to practice the application and interview process and to reflect on their suitability to this career path. Increased understanding and necessity for employability skills	1 2 4 5 6 7 8 9 11 12 13 14
Post 16 Careers Evening	Monday 22nd September 2025 www.Yet2decide.co.uk	Students and parents have the opportunity to access high quality information relating to sixth form and FE study from local colleges and sixth form providers. Students and parents have opportunity to look at provision of courses from local and national	1 2 4 10 11 14 15 16 17

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		universities as well as potential career paths in uniformed public services and modern apprenticeships	
LABOUR MARKET INFORMATION	Tuesday 17 th March 2026	Introduction and comprehensive overview of the world of work and various job sectors.	1 3 4 5 6 7 10 11 14

Year 11

Activity	Details	Impact	Areas of Learning for Careers, Employability and Enterprise Education Targeted
Post 16 Careers Evening	Monday 22nd September 2025 www.Yet2decide.co.uk	Students and parents have the opportunity to access high quality information relating to sixth form and FE study from local colleges and sixth form providers.	1 2 4 10 11 14

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		Students and parents have opportunity to look at provision of courses from local and national universities as well as potential career paths in uniformed public services and modern apprenticeships	15 16 17
Next Step Interviews (Connexions)	September - October 2025 January - February 2026	Improved aspiration and understanding of career options linked to potential future progression Where identified students with issues (academic, personal, career pathways) can be referred as appropriate. Targeted and RONI students to be priority	1 2 4 10 11 14 15 16 17
Aspire to University	December 2025	Year 11 More able students to be given opportunity to explore provision for students at Oxbridge giving them improved aspiration and understanding of career options linked to potential future progression	1 2 3 4 8 10 14 15 17
POST 16 CHOICES	DWP Monday 12th January 2026	Introduction and overview of all post 16 choices, champions independent choices and the need to plan	1 2 4 10 11 14

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Approval and review

Approved: September 2025 by Governors

Next review: July 2026

Signed:

Carol Fletcher, Chair of Governors

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A handwritten signature in black ink, appearing to read 'Tim Harris', is positioned within a light gray rectangular box.

Tim Harris, Head teacher

Michelle Hammond, Link Governor for Careers