



# Accrington Academy

The best in everyone™

Part of United Learning

## Career Strategy 2025-2026

Accrington Academy's Career Programme aims to:

Encourage students to be ambitious, broaden their horizons and explore their own career aspirations throughout their life at school.

Ensure students' readiness to take their next step in learning or career.

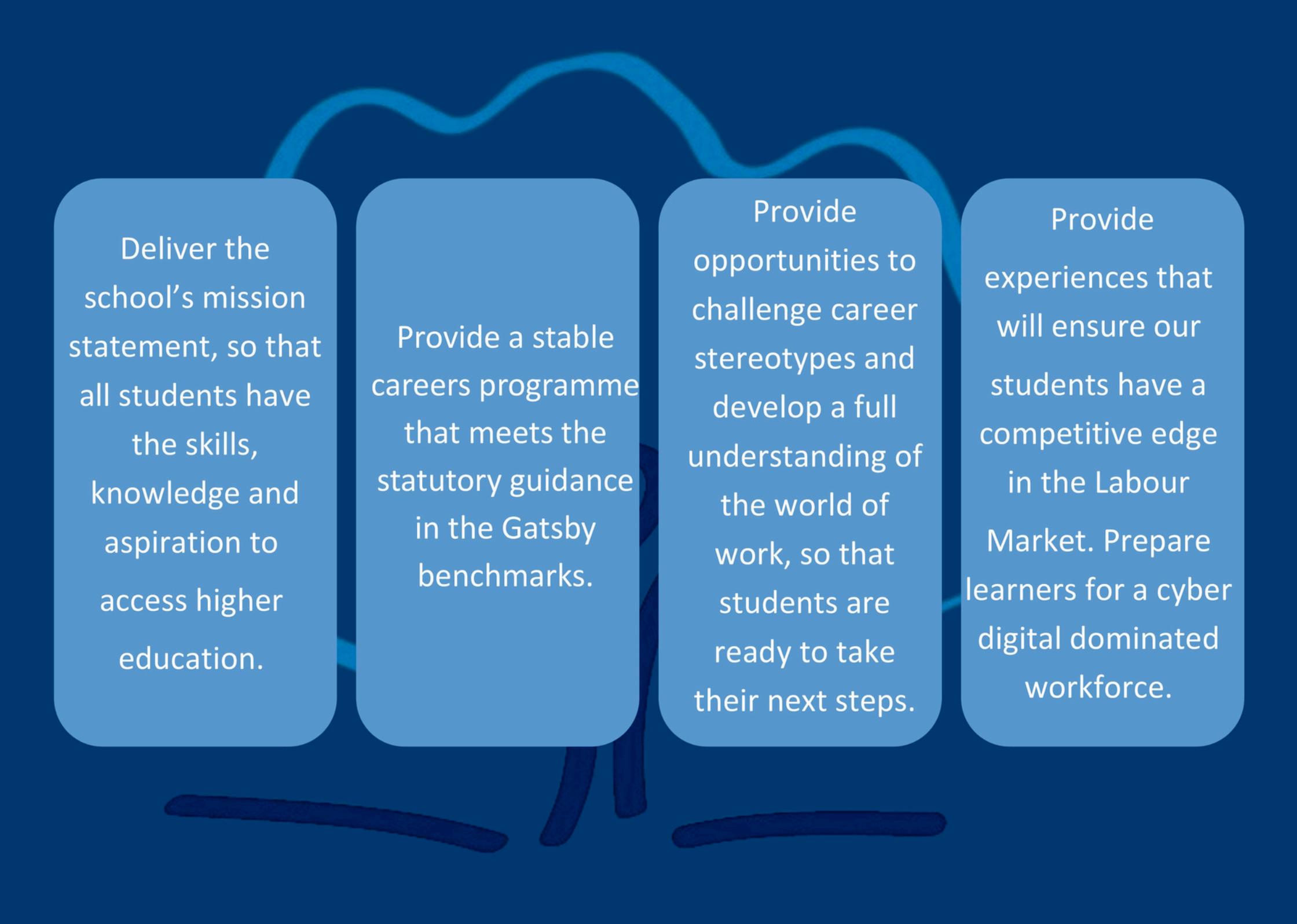
Reviewed September 2025 by Mrs H Gregory

Next Review Due September 2026



"Building Character, Creating Learners, Transforming Lives"





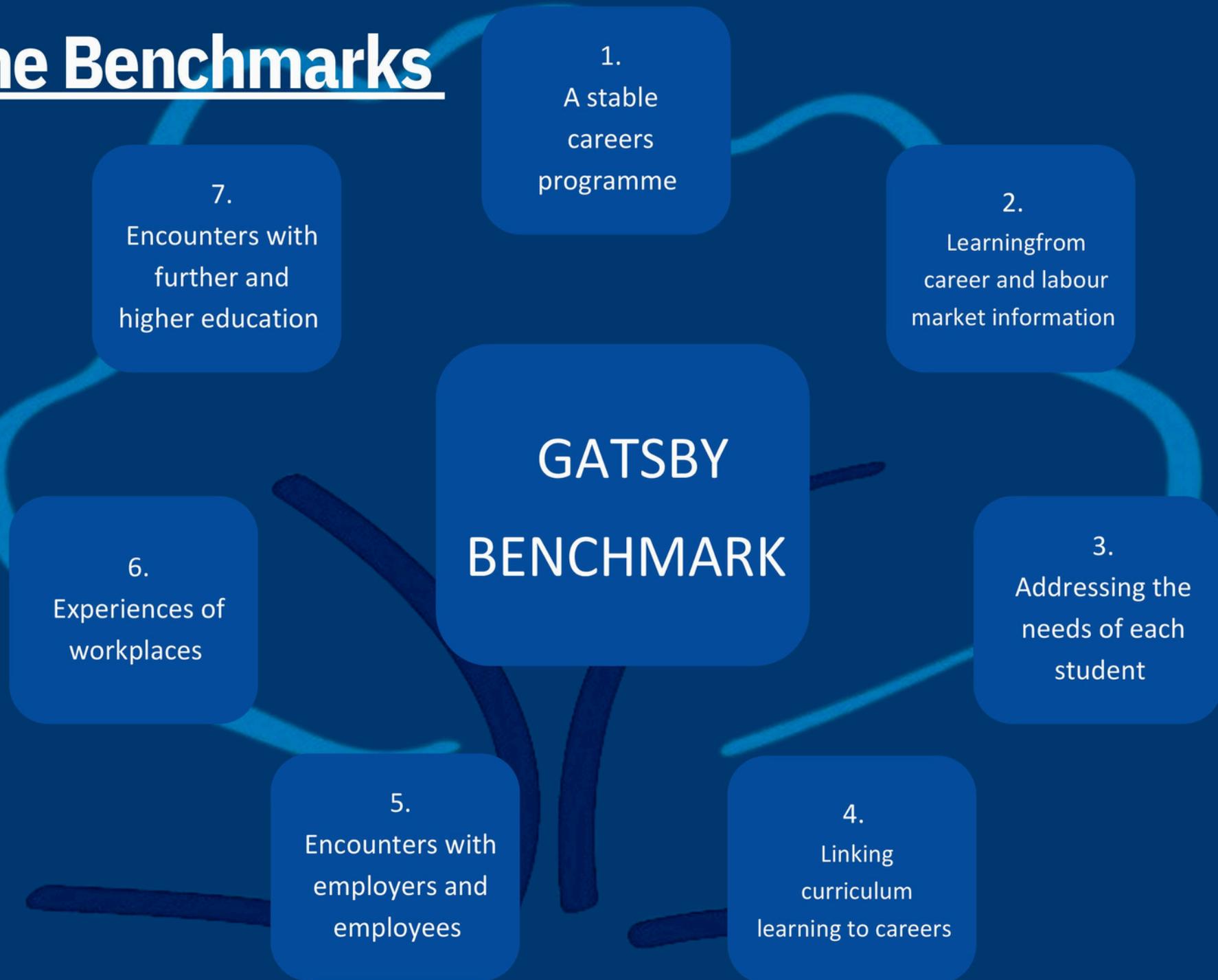
Deliver the school's mission statement, so that all students have the skills, knowledge and aspiration to access higher education.

Provide a stable careers programme that meets the statutory guidance in the Gatsby benchmarks.

Provide opportunities to challenge career stereotypes and develop a full understanding of the world of work, so that students are ready to take their next steps.

Provide experiences that will ensure our students have a competitive edge in the Labour Market. Prepare learners for a cyber digital dominated workforce.

# The Benchmarks



# CEIAG Structure

Governing Body,  
Principal, SLT

Mrs Gregory  
CEIAG Lead

Miss Ainsworth  
CEIAG Advisor

Local Community

All Staff

# Policy Background

Every young person needs high-quality career guidance to make informed decisions about their future. Good career guidance is a necessity for delivering technical education reforms and is a vehicle for social justice: those young people without social capital or home support suffer most from poor career guidance. Yet, despite its importance, career guidance in English schools has often been criticised for being inadequate and patchy.

Against this background, in 2013 Gatsby commissioned Sir John Holman - Emeritus Professor of Chemistry at the University of York, senior education adviser and former headteacher - with setting out what career guidance in England would be like were it good by international standards.

After six international visits, analysis of good practice in English schools and a comprehensive review of current literature, John wrote The Good Career Guidance Report which identifies a set of eight benchmarks that schools can use as a framework for improving their careers provision. In 2018 the Department for Education adopted the benchmarks into their statutory guidance for schools and colleges.

*(Taken from [www.gatsby.org.uk/education/focus-areas/good-career-guidance](http://www.gatsby.org.uk/education/focus-areas/good-career-guidance))*

# Learning From Last Year

## Benchmark 2

Community and parent work to be improved around careers and Labour Market Information.

## Benchmark 4

To ensure regular and consistent delivery of careers within the curriculum across all subject areas.

## Benchmark 6

Plan Work Experience with more intent for Years 10 and 12.

# Our Objectives

## Objective 1

To Educate Students and parents on LMI and local opportunities.

To set up a careers newsletter that is shared with parents and students.

## Objective 2

To ensure careers is fully embedded for all students across all year groups in both form tutor time and in the curriculum.

To develop careers in STEM opportunities.

## Objective 3

To embed more opportunities for students to experience the workplace and be aware of the day to day context of the workplace.

## Objective 4

To raise the profile of STEM within curriculum areas and across the whole school. To be delivered and implanted by STEM Lead.

# The 5 Year Curriculum



## Year 7

Students can list a range of careers and pathways

Students begin to identify their personal likes, strengths and skills.

Students can explain what is meant by Labour Market Information (LMI)

Students can list a wider range of careers and pathways

Students can identify a range of ambitions which align with their interests

Students are able to interpret basic LMI and explain its uses.

## Year 8

## Year 9

Students begin to build on personal strengths and will begin to link skills to different careers.

Students can link curriculum subjects to careers.  
Students understand the importance of STEM.

To understand how the world of work is changing and how this can affect their own career.

To identify and develop personal employability skills.

Be able to use LMI to identify careers.

Complete a mock interview.

## Year 10

## Year 11

Be able to identify Post-16 pathways

Understand how Post-16 pathways align to their interests  
Complete a CV and cover letter

# SEN CIAEG Provision

At Accrington Academy we offer a stable careers programme that meets all legal careers requirements by offering a range of high-quality and inspiring, progressive careers activities, that enable all students to make well-informed decisions about education, training, apprenticeship and employment opportunities

We provide tailored careers activities and educational goals that meet the needs of each student, taking account of their prior knowledge and skills, the choices and transitions they face and any additional support that may be needed to overcome barriers to progression.

We aim to challenge the stereotypes and inequities that exist across different courses and jobs to ensure that students from all backgrounds, gender and diversity groups, including those with SEND, consider the widest possible range of careers. This includes using LMI, destinations patterns and employers in a range of jobs.

Students are provided with additional support and guidance in the following ways:

- Students attend several small group sessions from external FE providers on the application route, courses and provision that they provide.
- SEND students are prioritized when meeting with our CIAEG advisor.
- Students visit local FE providers of interest to familiarise themselves with staff, courses, travel routes etc.
- SEND students will have sessions on careers within their intervention time.

# KS3

## Year 7 & 8: Breaking Career Stereotypes and Broadening Horizons

## Year 9: Making Informed Decisions



Year 7			Year 8			Year 9		
Activity	When?	BM's	Activity	When?	BM's	Activity	When?	BM's
UCLN Assembly	TBC	7	UCLN Assembly	TBC	7	Group Careers Interviews	TBC	8
National Apprenticeship Week - What it is assembly	13/02/26	5,3	National Apprenticeship Week - What it is assembly	12/02/26	5,3	KS4 Taster Sessions	TBC	3, 4, 8
National Careers Week Assembly	06/03/26	5, 3	National Careers Week	05/03/26	5, 3	National Apprenticeship Week Guided Choices	11/02/26	5,3
Year7 CIAEG Day	30/04/26	5, 3	Year 8 CIAEG Day	05/03/26	5, 3	National Careers Week Assembly - Guided	04/03/26	5, 3
						Yr 9 CIAEG Day -Options/ Pathway Support	22/01/26	5, 3, 2
						Guided Choices Evening	04/03/26	2, 3, 8

# KS4

## Year 10: Building Portfolio

## Year 11: Making Informed Choices



### Year 10

Activity	When?	BM's
Independent Careers advice	Ongoing	8
CV Writing Workshop Lunchtime drop in	Ongoing	5, 7
Future Friday Tutor Time	Ongoing	2,3,7,8
Careers Launch Assembly/EWC Launch Assembly	09/09/25	5,6
National Apprenticeship Week and Work Experience "The Plan" Assembly Yr 10 Careers Assembly — "The Journey"	10/02/26	5,3
National Careers Week Assembly		
Mock Interviews	TBC	3
	04/03/26	5, 3
	11/06/26	5, 6
Further Education College Assembly	TBC	3, 7
Burnley College Taster Day	TBC	3, 7
Work Experience Week	15/06/26 - 19/06/26	3, 5, 8

### Year 11

Activity	When?	BM's
Tailored 'next step' support for students on the SEND register	Ongoing	3
Tailored 'next step' drop in sessions	Ongoing	3
Independent Careers advice	Ongoing	8
Future Friday Tutor time	Ongoing	2, 3,7,8
Yr 11 CIAEG Day UCLAN Widening Participation	02/10/25	7, 3, 2
National Apprenticeship Week Assembly	09/02/26	5, 3
National Careers Week Assembly	02/03/26	5, 3

## Communicating with Parents

### Website Development

Regular updates published on our website regarding jobs and careers support for parents, as well as the impact of the schools careers programme.

### Labour Market Information

Labour Market Information shared actively with parents and carers, so they are able to support their child/ren.  
Focus on apprenticeships and key employment areas for Central Lancashire area.

### Community Engagement

Community needs identified and an engagement plan created and implemented to support the wider school community.

### Careers Bulletin

Termly careers bulletin produced and shared via Arbor and the school website.

# BM5-6

## Encounters with Employers & Employees and Work Experience

### Career Information

Assemblies led by local employers for all year groups.

Year 7—Careers in the NHS.

Year 10 Careers tutor time each Thursday.

Year 10 & 11 - 1-2-1 Careers Interviews.

### Work Experience

Year 10 Work Experience.

KS3 Career visits to local employers and Universities.

# Whole School Careers Activities

To further raise the profile of careers across the whole school, this year we will run a range of whole-school activities linked to specific events and themes:

## **Termly Careers Newsletter**

Careers events, opportunities and activities shared with students, parents and the local community via the school website

## **National Careers Week Activities (3rd —8th March)**

Assemblies and form time activities for all year groups along with subject-specific careers lessons across all curriculum areas.

## **British Science Week (7th—16th March)**

A celebration of Science, Technology and Engineering through the Science curriculum.

## **Microsoft Teams Careers Group**

Opportunities and activities shared with all year groups via Microsoft Teams as a virtual notice-board.

## **National Apprenticeship Week (10th—16th February)**

Assemblies and tutor time activities for all year groups, working with our partner organisations.



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