

## Careers Programme 2025-26

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Our Careers Programme at Dixons Brooklands Academy is based on the Gatsby Benchmarks, the framework that outlines good careers practice, as well as being underpinned by the six learning areas described as necessary for careers success by the Careers Development Institute (see Careers Policy). Please see below for the Gatsby Benchmarks along with Key Performance Indicators:

### Gatsby Benchmarks

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#### Gatsby Benchmark 1 - A stable careers programme

Key performance indicators:

- A full careers programme planned for every year group.
  - Evaluating the careers programme with staff, students, parents and other stakeholders.
  - All activities logged on Compass+ to evidence stable careers programme and to demonstrate pupil-level careers education provision.
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#### Gatsby Benchmark 2 - Learning from careers and labour market information

Key performance indicators:

- All students prior to choosing their options will have had careers information to support the process.
  - All students prior to leaving Dixons Brooklands Academy will have had careers information to support their post-16 choices / applications.
  - Engagement of parents with the careers process through parent forums, work experience support and attendance at options evening / Year 11 information evening and all parents' evenings.
  - Local and national LMI will be used to inform the PDS curriculum career spotlights within lessons.
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#### Gatsby Benchmark 3 - Addressing the needs of each pupil

Key performance indicators:

- The careers programme in all year groups will actively seek to address stereotypes and provide diverse representation.
- Students able to access records of their own careers learning to support their career development via UniFrog.
- Students with SEND, Care Experienced / vulnerable students and those at risk of becoming NEET prioritised for personal guidance and additional support.

## **Gatsby Benchmark 4 - Linking curriculum learning to careers**

Key performance indicators:

- STEM subjects & their links promoted to all students.
  - Planned use of career spotlights across all subjects over the academic year will support students' understanding of how individual subjects are important for specific career roles.
  - All curriculum leads to identify career-related activities to take place in lessons during National Careers Week and school Futures Week.
  - Dixons Brooklands Academy will engage with local and national employers, apprenticeship providers, colleges and universities to help improve careers education and prospects for our students.
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## **Gatsby Benchmark 5 - Encounters with employers and employees**

Key performance indicators:

- Students will engage in at least one meaningful encounter with an employer in each year at the Academy.
  - All trips and visits to include discussion of the workplace / employer / employees at the destination to broaden students' experience of different types of work beyond jobs that they already know about. To be included in trip and visit planning.
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## **Gatsby Benchmark 6 - Experience of workplaces**

Key performance Indicators:

- All Year 10 students will have access to the work experience programme at Dixons Brooklands Academy.
  - All Year 10 students will have had the opportunity to put their work-related learning into practice through a mock interview.
  - All Key Stage 3 students will have the opportunity to engage in activities related to work experience.
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## **Gatsby Benchmark 7 - Encounters with further and higher education**

Key performance indicators:

- All students prior to leaving Dixons Brooklands Academy will have discovered what it is like to learn at: FE college; sixth form college; university and with an apprenticeship training provider.
  - All Key Stage 4 students will have the opportunity to attend a post-16 education fair.
  - Post-16 assemblies will take place for Year 10 and Year 11 students.
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## **Gatsby Benchmark 8 - Personal Guidance**

Key performance indicators:

All students prior to leaving Dixons Brooklands Academy will have had at least one personal careers guidance interview with a Level 6 qualified career adviser.

Personal career guidance with a Level 6 qualified Career Adviser will be available to all students from Years 7-11 as required.

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## Careers Provision (all year groups)

- Careers Lead attends all parents' evenings and invites local colleges and apprenticeship providers.
- 1:1 Career guidance meetings available to all students in all year groups as required.

	Year 7	Year 8	Year 9	Year 10	Year 11
<b>PDS curriculum</b>	<p>PDS curriculum: careers spotlights – local jobs focus (GB2)</p> <p>PDS curriculum: gender stereotypes (GB3)</p> <p>PDS curriculum: personal finance / LMI (GB2)</p>	<p>PDS curriculum: learning about volunteering (GB2)</p> <p>PDS curriculum: careers</p> <p>PDS curriculum: personal finance / LMI (GB2)</p> <p>PDS curriculum: personal finance / LMI (GB2)</p>	<p>PDS curriculum: employability skills (GB4 &amp; GB2)</p> <p>PDS curriculum: career and GCSE option choices (GB2 / GB3 / GB4)</p> <p>PDS curriculum: careers spotlights – local jobs focus (GB2)</p>	<p>PDS curriculum: work experience and transferable skills (GB2 / GB5)</p> <p>PDS curriculum: gender equality (GB3)</p> <p>PDS curriculum: careers spotlights – local, national and international LMI focus (GB2)</p>	<p>PDS curriculum: what do I need to be successful? (GB2 / GB3)</p> <p>PDS curriculum: sixth Form / FE /apprenticeships - Post-16 options (GB2 / GB3 / GB4 / GB7)</p> <p>PDS curriculum: applying for college and job interviews (GB7)</p> <p>PDS curriculum: what is the economy? (GB2)</p> <p>PDS curriculum: understanding taxes (GB2/GB3)</p>
<b>Curriculum</b>	Careers embedded into subject curriculums through careers spotlights (GB4)	Careers embedded into subject curriculums through careers spotlights (GB4)	Careers embedded into subject curriculums through careers spotlights (GB4)	Careers embedded into subject curriculums through careers spotlights (GB4)	Careers embedded into subject curriculums through careers spotlights (GB4)
<b>Careers provision</b>	Personal guidance careers interview for SEND / identified students (GB3 & GB8)	Personal guidance careers interview for SEND / identified students (GB3 & GB8)	Personal guidance careers interview for SEND / identified students (GB3 & GB8)	Personal careers guidance interviews for those needing help with work experience	College lunch-time drop-in programme (GB7)



GCSE options assemblies  
(GB2 / GB3)

and for SEND / vulnerable  
students (GB8)

Futures Fair invite for  
targeted Year 10 students  
(GB2, GB5 & GB7)

Work experience assembly  
and lunchtime drop ins (GB2)

Apprenticeship presentation  
by ASK

Apprenticeships (GB3 / GB5)

Careers assembly –  
introduction to the careers  
meeting (GB2)

Work experience week (GB6)

Mock Interviews (GB5)

Post-16 options assemblies  
(GB 2)

Futures Fair (GB2, GB5 &  
GB7)

Personal careers guidance  
interviews (GB8)

Apprenticeship application  
workshops (GB7)

Careers and college presence  
on results day (GB2 & GB7)

Support for parents during  
GCSE week (GB2 & GB3)

College interview support  
offered (GB3)

