

# Annual Careers Plan 2025-2026

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## Sheet 1 – Priorities

Development priorities-Gatsby benchmarks					
GOALS (What your main goals are)	LED BY? (Who will lead on each goal?)	RESOURCES (What resources will you need?)	BY WHEN? (When do you aim to achieve this goal?)	SUCCESS CRITERIA (How will you know that you have been successful?)	Link to School improvement plan
<p>1. A stable Careers Programme</p> <p>To co-ordinate timely, useful, careers lessons through Years 7-11. Providing careers education and guidance from year 7. Young people should be supported to learn about their strengths, weaknesses, and how to develop realistic careers aspirations and decision-making skills, as well as being provided with information about career pathways.</p> <p>This is to include industry and alumni links to ensure breadth of opportunity and real life experience.</p>	LMS	PSHE lessons Tutorial lessons Assembly slots Careers Guidance appointments Trips and visits Virtual learning Career pilot Work experience Employer talks and workshops Careers fairs	Summer 2026	Feedback from teachers and learners Excellent destination data Students in Year 11 understanding their choices prior to careers interviews.	<p><i>Raising achievement of all students.</i></p> <p>Through providing a quality provision for all students to help them realise their potential including pupil premium, SEND and vulnerable groups.</p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p> <p>Ensuring that all students have the same access to provision within lessons and educational visits.</p>

<p>Students are encouraged to aim high and realise the opportunities ahead of them.</p>					
<p>2. Learning from careers and labour market information</p> <p>Linking curriculum learning to real life careers. Inspiring students with examples from industry.</p>	<p>LMS</p>	<p>Career pilot Royal Cornwall Show Employer visits Work Experience Employer talks Careers fair Interactive workshops STEM day Y9 Army careers DT/hospitality events/collective café NHS events/workshops and assemblies</p>	<p>Summer 2026</p>	<p>Labour market information in assemblies including but not limited to: software Cornwall, Health careers, hospitality careers. Careers in psychology. Royal Cornwall Show visit with all Year 8 students with a labour market information focus and workbook. Events to address skill shortages through years 7-11 ie hospitality events NHS events STEM events Military tasters Hospitality events University visits College tasters Construction events Parents are invited to use Career pilot when this is</p>	<p><i>Raising achievement of all students.</i> Helping students to realise the breadth of opportunities available to them and the importance of working hard at school.</p>

				introduced in Year 7/8. Career Pilot holds extensive Labour market information.	
3. Addressing the needs of each pupil  To provide key transition support for and develop Education health care plans /SEND plans for Students with additional needs.	LMS	SENCO Inclusion Pastoral support	Summer 2026	1-1 Guidance for all students with an EHCP as well as vulnerable groups and pupil premium students. Including supported transition visits to providers Supported work experience placements and TA support if required	<i>Raising achievements of all students.</i> Supporting key groups within school to achieve their potential

<p>To support pupil premium students with their choices.</p>				<p>Transfer Education Health Care Plan documents to post 16 provider  Transition events at local colleges. This year we have partnered with Truro College to start the THRIVE project, targeted support through transition,  Pupil premium support through options and post 16 choices.</p>	
<p>4. Linking curriculum to careers</p> <p>To ensure students see the links between curriculum study and career opportunities.</p>	<p>LMS</p>	<p>Teaching faculty support  Teaching faculty updates on post 16 and careers across the curriculum each year.</p>	<p>Summer 2026</p>	<p>Year 8 Royal Cornwall Show STEM event  Year 9 Have a go day  Year 10 Work related learning prior to Work experience  Year 11  Careers Fair Years 7-10  PSHE Years 7-9  Apprenticeship fair Year 11  Careers talks throughout Year 10/11 ie engineering, food, construction  Careers learning throughout the curriculum.  Army events  STEM events/days  Industry talks across all curriculum areas.</p>	<p><i>Improving quality of teaching</i>  Introducing employer led session, educational visits and helping teachers to embed careers into the curriculum.</p>

<p>5. Encounters with employers and employees To continue to engage employer links including the enterprise advisers.</p>	<p>LMS</p>	<p>Careers Enterprise Careers Hub School Governor Tom Mason</p>		<p>Several employer contacts for students per year group. Assemblies and talks for all year groups. Virtual My path tutorials</p>	<p><i>Raising achievements of all students. Closing achievement gap between pupils supported by pupil premium and others.</i></p>
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<p>To embed employer engagement within the curriculum</p>		<p>Enterprise Advisers Teaching faculty support</p>		<p>Year 7 Assemblies/career pilot/careers fair Stem EVENT Year 8 Royal Cornwall Show/assemblies/Women in engineering/careers fair STEM event Year 9 Have a go day /careers fair/STEM event Cornwall Marine Network events and interventions Year 10 Work Experience Hospitality event Engineering talks Psychology careers Girls in STEM Law talks Construction event Careers fair</p>	
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				<p>Alternative curriculum Year 11 Apprenticeship fair and Careers fair Employer links within the curriculum ie English careers event with Oxford University Year 10/11 construction careers event Year 9 Green skills Year 9 Nancarrow Farm visits- hospitality and farming careers.</p>	
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<p>6. Experience of workplaces</p> <p>To co-ordinate work experience in Year 10 with 100% Students taking part (covid restrictions allowing). Students are to be encouraged to aim high and broaden their experience.</p>	LMS	Tutor team support Y10	Summer 2026	<p>100% participation</p> <p>Meaningful quality placements</p> <p>Positive employer feedback</p> <p>Additional support given to pupil premium and SEND/EHCP students.</p>	<p><i>Raising achievements of all students.</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>
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<p>7. Encounters with further and higher education</p> <p>To continue strong partnerships working with education Providers, apprenticeships providers and Universities. Encouraging students to aim high.</p>	LMS	KS3/KS4 tutor team		<p>UCAS tutorials and University 1-1 guidance.  University visits-Falmouth and Oxford  College visits Truro and Cornwall College group  Apprenticeships fair  Cambridge University talk  Spring 2026  Assemblies from all local providers</p>	<p><i>Raising achievements of all students</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>
<p>8 Personal Guidance To provide careers advice and guidance for years 9-11 and particularly to support transition applications for all Year 11 students.</p>	LMS		Spring 2026	<p>100% applications to college/employers  100% acceptance rate based on appropriate advice and aspirational grades.  All Year 11 students receive at least one guidance appt.  Particular additional support given to pupil premium and SEND students, including transition visits.  Year 9/10 are also offered guidance support with options/work experience.  Additional support give to pupil premium and SEND students</p>	<p><i>Raising achievements of all students</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>

				Delivered by member of staff with Post graduate diploma in Careers Education and Guidance. Careers Leader management level 7 obtained 2020 and lead practitioner achieved in 2022.	
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## Sheet 2 - Summary of provision

Summary of provision			
Target group	Careers and work-related education activities including enterprise and employability	Careers information, advice and guidance	Links to Gatsby benchmarks
Year 7	<p>Introduction to Careers lessons</p> <p>Self awareness</p> <p>My Journey</p> <p>My skills and qualifications audit</p> <p>Careers fair</p> <p>Career pilot</p> <p>Tutorials and assemblies</p>	<p>Careers Information on CV building –skills audit</p> <p>How people train for their role</p> <p>Diversity of job roles.</p> <p>Skills building workshop</p> <p>Careers tutorials throughout the academic year</p> <p>Career pilot software programme Summer term 2026</p> <p>Careers across the curriculum</p> <p>Girls in motorsport</p> <p>Imagination unleashed- Year 7 AI/Robotics event</p>	1,2,3,4,5
Year 8	<p>Careers lessons</p> <p>Enterprise skills</p> <p>Self-awareness and self-respect</p> <p>Royal Cornwall Show careers day</p> <p>Labour market information lessons/assembly prior to show</p> <p>Year 8 ambassador skill building programme</p> <p>Motivational groups- aim higher and skills building</p>	<p>Careers Information assembly labour market information, jobs in Cornwall</p> <p>Labour market information at The Royal Cornwall Show</p> <p>Key skills ambassador workbook for Year 8.</p> <p>Girls in STEM day</p> <p>Ambassador programme</p> <p>Tutorial sessions throughout the year</p> <p>PSHE dream career research and employability units.</p> <p>Careers across the curriculum</p>	1,2,3,4,5

	<p>PSHE lessons          Women in engineering          Tutorials and assemblies          Careers fair</p>		
Year 9	<p>Self Awareness          Year 9 options lessons          My options, My choices          KS4 and beyond evening          Transition EHCP meetings          careers advice          Individual support for          students          PSHE lessons          Tutorial sessions</p>	<p>Individual careers information, advice and guidance for          students.          Parental support through this process          EHCP support          SEND students supported through this process          Have a go day (careers focus day)          Careers across the curriculum</p> <p>Tutorials throughout the academic year with a focus on          option process.</p>	1,2,3,4,5,7,8

	<p>Parents support          Have a go day-careers          taster day (whole day)          Careers Fair          Preparing for work          experience Summer term</p> <p>Specialist transition support          for SEND students</p>		
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<p>Year 10</p>	<p>Employability skills careers lessons Work Experience preparation Letter writing CV writing Job search skills Support in securing placements Health and safety in the work place Expectations in the workplace Visit to Truro College – taster day Visit too Cornwall College - taster day Falmouth University Spring 2026 Assemblies-work experience Tutorial sessions throughout the year</p>	<p>Individual careers information, advice and guidance. Lessons in preparation for work experience with support and guidance Work experience support for vulnerable or disadvantaged students. SEND specialist support Visit to Truro College –taster day preparation Careers across the curriculum  Tutorial session on options, work experience, preparing for interviews, health and safety</p>	<p>1,2,3,4,5,6,7,8</p>
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<p>Year 11</p>	<p>Post 16 options lessons  Assemblies from all local colleges/sixth forms  Careers interviews for all Year 11 students  Specialist support given to EHCP/SEND/vulnerable groups/at risk of NEET.  Transition support and visits for vulnerable groups.  Visit to Truro College (with support staff)  Bespoke College visits for vulnerable groups .  Assemblies –post 16 transition  Extensive apprenticeship support  Tutorial sessions each week through out the academic year.  Oxford University visit March 2026  Careers across the curriculum  Post 16 options, application workshops and support, my path videos on career routes. UCAS session, apprenticeship session.  Apprenticeship talks and 1-1 interview support Spring 2026  Interview preparation session. Bursary and finance talk.</p>	<p>Individual careers information, advice and guidance for all Year 11 students  Transition support guidance-SEND  PP and vulnerable groups extensive support  Application guidance and support  Interview preparation  Apprenticeship support</p>	<p>1,2,3,4,5,6,7,8</p>
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### Sheet 3 - Calendar of main activities and events

Time of Year	KS3	KS4
Ongoing	Careers lessons PSHE and tutorials	Careers Lesson PSHE and tutorials
September	<p>EHCP meetings for Year 9 including guidance regarding transition plans.</p> <p>Careers lessons through PSHE and tutorial sessions.</p> <p>Careers across the curriculum</p> <p>Labour market assemblies</p>	<p>Year 10 Employability assemblies and tutorials.</p> <p>Work experience launch parents event, students assemblies and tutorials.</p> <p>Careers Diagnostic tool to identify vulnerable groups- tutor time</p> <p>Careers interviews commence for all Year 11s- each student will have an action plan.</p> <p>Parents letter: (Year 11) My role, transition support, application guidelines and key dates</p>
October	<p>EHCP Transition plans for Year 9</p> <p>Careers lessons PSHE/tutorials</p> <p>Tutorials for all year groups</p> <p>Labour market assemblies</p> <p>Careers across the curriculum</p>	<p>Autumn 2025 Year 11 Parents evening at Truro College</p> <p>Autumn 2025 EHCP meetings for Year 11 to include extensive guidance and transition support.</p> <p>Continued careers interviews for all Year 11s</p> <p>Continued work experience support for Year 10</p> <p>College assemblies</p>

November	<p>Tutorials for all year groups  Careers lessons PSHE/tutorial  Year 7 and 8 Hospitality careers  Careers across the curriculum  Collective café with Truro College (6 weeks) Year 9  Small group Year 9 visit to Truro College (Vulnerable groups)</p>	<p>Continued careers interviews for all Year 11s  Continued work experience support for Year 10  EHCP meetings for Year 11 to include extensive guidance and transition support  Additional support give to pupil premium and SEND students  Vulnerable group visit to Truro College  College and apprenticeship assembly  UCAS assembly</p>
December	<p>Careers lessons PSHE/tutorial  Tutorials for all year groups  Careers across the curriculum  Labour market assemblies</p>	<p>Continued careers interviews for all Year 11s  Continued work experience support for Year 10  Vulnerable group visit to Truro College  Additional support give to pupil premium and SEND students</p>
January	<p>Year 9 options and decisions lessons Year 9 options support particularly with SEND/ EHCP/vulnerable groups.  Year 11s to attend KS4 evening and offer support and advice.  Careers lessons PSHE  KS4 and beyond evening  Careers assemblies  Tutorials for all year groups  Careers across the curriculum  Houses of Parliament- democracy and Governmental careers event</p>	<p>Application deadline- support for all Year 11 students in completing a well-considered application. Online application early 2026</p> <p>Continued careers interviews for those who need more support in Year 11  Continued work experience support for Year 10</p>

February	<p>Year 9 options particularly with particular support for SEND/ EHCP/vulnerable groups.</p> <p>Tutorials for all year groups</p> <p>Assemblies and tutorials on choices and pathways post 16</p> <p>Green skills (6 weeks) Year 9</p> <p>Nancarrow farm -farming and hospitality careers event Year 9</p> <p>AI and robotics event Year 7</p>	<p>Continued careers interviews for all Year 11s</p> <p>Supported transfer visits to college/provider</p> <p>Continued work experience support for Year 10</p>
	<p>Feb 2026 Deadline for Year 9 options choices</p> <p>Year 11 college applications complete</p> <p>Careers lessons PSHE/Tutorials for all year groups</p> <p>Careers across the curriculum</p> <p>Girls in Motorsport</p>	
March	<p>Tutorials for all year groups</p> <p>Apprenticeship and transition focus</p> <p>Careers across the curriculum</p> <p>Psychology careers event Year 10</p>	<p>Apprenticeships fair/workshop</p> <p>Careers assemblies for all year groups</p> <p>Commence sustained support for all apprenticeship students CV building, letter writing, interview preparation.</p> <p>Continued work experience support for Year 10</p> <p>Continued interview preparation support for Year 11</p> <p>Oxford University visit Y11</p>

April	<p>PSHE/ Tutorials for all year groups  Careers across the curriculum</p>	<p>Continued work experience support for Year 10  Continued interview preparation support for Year 11 .  Focus on apprenticeships Year 11  Support with college interviews for vulnerable groups, support given to pupil premium and SEND students  Work experience support Year 10</p>
May	<p>Year 8 careers lessons labour market information and preparing for Royal Cornwall Show  Tutorials for all year groups  Careers across the curriculum</p>	<p>Work Experience support for Year 10  Focus on apprenticeships Year 11  Falmouth university visit for all Year 10 creative students ie textiles, art, graphics. Tour of the University and summer degree show  Falmouth University Games workshop event Year 10</p>
June	<p>Year 8 Royal Cornwall Show visit with an emphasis on labour market information and growth sectors in Cornwall- renewable energy, food industries and engineering.  Tutorials for all year groups  Careers across the curriculum  Falmouth University creative careers event Year 10</p>	<p>Tutorial–Health and safety lessons for Year 10  Preparing for work lessons  Logbook preparation  Year 10 Cornwall College taster day -choices support given.  Year 10 Truro College taster day -choices support given</p>

<p>July</p>	<p>Year 7 Careers fair  Year 8 Careers fair  Year 9 Have a go day Careers fair  Year 9 preparation for work experience using career pilot and learn about work Cornwall websites.  Tutorials for all year groups</p>	<p>Year 10 Truro College taster day   Assembly preparing for work experience  July 2026 Work Experience week</p>
<p>August</p>		<p>GCSE results day support</p>

**Sheet 4 - Agreements with providers**

Agreements with providers				
Name of provider	Contact information	Services to be provided	Financial agreement	Notes
Careers Hub Enterprise Advisers	Enterprise co-ordinator Francesco Rigolli Mark Lewin (Hospitality)	Linking employers to Schools	No cost	
Education Business Partnership	Lisa Neville Janine Bisson George Slater	Have a go day support STEM support Skills Cornwall Work Experience	Work Experience charge All other events free	

**Sheet 5 – Allocation and deployment of resources**

<b>Self-help information provision</b>	
<b>Type of provision</b>	<b>Details</b>
Careers resources-career pilot UCAS Prospects	Continued focus on Career pilot as our software of choice.
Careers pages on website	Updated
Digital and social media	With admin support
Noticeboards and displays	Constantly updated

## **Sheet 6 – Evaluation**

### **Student voice – review January 2025**

Student voice was monitored within our Ofsted during our inspection April 2024.

In December 2024 I asked school council years 7-11 about careers provision:

- Students were keen for more interactive employer days such as STEM events and whole year trips.
- They were keen to continue visits to local Colleges for taster days including visiting other colleges.
- Residential trips to University
- Students really embraced the idea of inviting more employers into school.
- Using our own students experience should also be valued- Year 11s telling students about their options.

April 2025- Year 11 students have been involved in a research study regarding NEETS summer support through the inclusion team.

### **Governing Body**

Governors to review and agree the policy and annual plan on a yearly basis.

## Recent Government publications on Careers Strategy and Statutory Guidance

### Careers guidance and access for education and training providers

[Careers guidance and access for education and training providers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/careers-guidance-and-access-for-education-and-training-providers)

Updated 2023

Gatsby review -2024

[Updated Benchmarks Overview | Gatsby Benchmarks](#)

Destination data is now collated through Cornwall Council inclusion team and we are at the forefront of ensuring timely and quality data.

### Eight benchmarks for Careers Education and Guidance

- 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**