



Pittville School
Careers Strategy and Action Plan
September 2025 – August 2026



Purpose and aims

Pittville School is determined to give our students the best possible grounding for future success in the workplace. Given that for many of our students, work will be in new and emerging areas, we support the strategies in this document with a range of activities both curricular and extra-curricular, to develop the intrinsic qualities essential to any workplace: independence, resilience, creativity and organisation. Through RSHE days, tutor time, timetabled teaching and assemblies, skills are embedded. Participation in trips, work experience placements, workshops, and a wide range of extra-curricular clubs are extra opportunities available to students. Furthermore, we seek to keep our curriculum offer as broad as possible to allow students to get a grounding in areas of future work beyond the core offer. For example: students continue with a broad range of subjects throughout key stage 3, IT and computing is being taught discretely, there is a high uptake of creative options subjects such as Art, Textiles, DT and drama.

Pittville School places great emphasis on students having meaningful experiences with employers. This is why all year 10 students engage in a work experience placement and all year 11 students have an individual face-to-face mock interview with a local employer representative.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's careers strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), GROWS, Gloucestershire Careers Hub, Gloucestershire Employment and Skills Hub, Gloucestershire County Council (GCC), Further Education (FE) and Higher Education (HE) providers, and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are fully aware of the career pathways and opportunities available to them, they will be better prepared to make informed choices about which qualifications and career pathways to take to achieve their goals.

Our strategy includes measures to further develop and improve the current provision on offer to students and will ensure that Pittville School will meet the requirement to achieve the eight strengthened "Gatsby Benchmarks", set out within the Department for Education's careers strategy in 2025/26

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their educational journey. Career's activity will therefore take place across years 7 through to year 11 as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy, Pittville School is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

The strategic lead at Pittville School is Mr A Raistrick (Deputy Headteacher)

Our Careers Team

Mr A Raistrick – Strategic Careers Leader

Ms K Lawton – Careers Lead and Level 6 Careers Advisor

Mrs C Shore – Careers Administration Support

Mrs R Wood – RSHE Lead

Current position at Pittville School

Pittville School careers strategy is linked to the Careers Development Institute (CDI) framework and Gatsby Benchmarks.

CDI Framework

The main purpose of the CDI's careers development framework is to clarify the skills, knowledge, and attitudes that individuals need to have a positive career. A 'positive' career will mean something different to everyone, but it will typically include being happy with the way you spend your time, being able to contribute to your community and being able to have a decent standard of living.

The six learning areas



Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school.

Year 7

Early careers education begins by teaching children how to recognise their own skills and talents and how to set targets for themselves. They are introduced to some of the employment and qualification opportunities available to them in later life. They complete the Future Skills Questionnaire early in year 7 to help us meet that cohort's needs.

- Registration and set up on Unifrog
- Careers related learning on types of jobs on Drop Down Day

Year 8

Year 8 students begin to look at the skills that will be valuable to them in employment. They look at their relationships and the network of people they have around to support them and extend their understanding of the range of employment opportunities available to them.

- Future skills questionnaire in Year 8 during drop down day

- Careers education in RSHE sessions investigating different types of jobs
- Looking at life opportunities
- Curriculum lessons linking subjects to career opportunities.
- STEM related assemblies highlighting career opportunities.
- National Careers and National Apprenticeships Week activities
- Reflection and recording of careers related activities on to Unifrog to create individual e portfolio of careers learning

Year 9

Year 9 students will choose their Key stage 4 courses during Year 9. This process starts at the end of the autumn term when students will hear about the options process and is completed at the start of the spring term. Parents and students have opportunities to speak to teachers and our careers advisor before they make their final choices.

- Careers education in RSHE sessions
- Progress evenings and options evenings
- Careers lunchtime drop in sessions with careers advisor
- Curriculum lessons linking subjects to career opportunities
- Assemblies/subject talks to support future choices and opportunities
- Careers Adviser meetings available at progress evening

Year 10

Year 10 begin the process of looking at their post-16 options and take part in work experience at the end of the summer term. Each student being responsible for organising their own placement. Support is provided during tutor time and through independent careers advice. This is a key opportunity for students to experience life in the workplace, learn new skills and find out about the sort of career that will suit them. This is also forms an important part of applications to post-16 providers.

- Careers education in RSHE sessions
- CV writing session
- Taster day at local FE college
- Curriculum lessons linking subjects to career opportunities.
- Work Experience information evening to parents/carers & students
- Work experience placement
- Virtual work experience placement (for those without in person placements)
- One to one careers meetings for identified students with careers advisor (summer term)
- Careers Advisor meetings available at parental consultation evenings.
- Intended post 16 destination survey
- Future skills questionnaire

Year 11

This is a crucial year for students as they apply for post-16 places as well as preparing for GCSEs. In England students are required to stay in some form of training or education until their 18th birthday. The options are:

- Full-time education e.g. at a school or college.
- An apprenticeship, T-levels or traineeship.

- Part-time education – as well as being employed, self-employed or volunteering for 20 hours a week or more.

Our aim is to ensure that all students have appropriate places that will prepare them for their chosen careers so it is vital that they think carefully about their applications. Support is provided with writing applications, producing CVs and personal statements, interview techniques and selecting courses. The most common destinations for our students are Balcarras, Bournside, Cleeve, Cirencester College, Gloucestershire College and Hartpury. Other destinations include Pate's Grammar School, Sir Thomas Rich's School, Crypt, Stroud College, Cheltenham Town, Stage Door Learning, local apprenticeships and the armed services.

- Careers education in RSHE sessions
- Parental information evening on applications
- One to one careers interviews for targeted students with careers advisor and available for other student on request.
- Careers drop in for all students at lunchtime with careers advisor
- Exam results day schools careers advisor available
- Post 16 assemblies: FE College, 6th form college, school 6th form providers, Apprenticeship service
- National Citizen Service assembly and lunchtime drop in
- RSHE day activities: Mock interviews for all students Apprenticeship talk, University talk, Virtual talks/activities from external organisations, Careers Fair.
- Schools Careers Adviser meetings available at progress evenings
- Target setting, reflection & recording of careers related activities on Unifrog
- Post 16 (September guarantee) survey & consent form completion.

Teaching staff contribute to the delivery of careers guidance through:

- Supporting the delivery of careers based RSHE activities
- Roles as form tutors providing support with careers-based activities
- Organising trips and activities specific to their subject to highlight career opportunities
- Linking subject learning to careers opportunities in the future
- Preparation of Hot Jobs/LMI information slides relating to their curriculum area
- Accompanying students to external careers activities

Local Employers contribute to the delivery of careers guidance through:

- Workplace visit/employer led activities & mock interviews
- Assembly talks
- Careers fairs
- Work experience placements

Parents contribute to the delivery of careers guidance through:

- Supporting the school's delivery of careers based experience throughout the academic year
- Supporting to secure work experience placement for their child
- Parent employer participation delivering workshops/talks/mock interviews.
- Accompanying their child to open events & support to make applications to 6th form/college & apprenticeships provision.
- Attendance at year ahead and progress evenings.

Partnership Arrangements and Employer Contacts

Pittville School has strong links with:

- Gloucestershire Careers Hub.
- GROWS
- Post 16 Education providers
- The local business community
- Alumni and Parents

Objectives for 2025-2026

1. To ensure that students fully understand and consider the different routes available at post- 16 and post-18, particularly apprenticeship and other vocational and technical routes.
2. Reduce the percentage of students leaving year 11 who are NEET, to be at least in line with the national average.
3. Improve how careers education is embedding into the curriculum in every subject and every year group beyond bespoke RSHE sessions.
4. Develop the Year 8 careers curriculum including meaningful experiences of workplaces and information on technical/vocational routes during KS3.
5. To embed a long-term evaluative process engaging staff, students and parents for all careers related activities across school to help with improving our schools careers programme.

Gatsby Benchmarks

In line with the Department for Education's careers strategy, Pittville School aims to fulfill the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

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

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of students.
- To enable students to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team

within school and is approved by the board of governors.

- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass+ evaluation and Compass Careers Dashboard tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools (Unifrog, Career Pilot) across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise labour market information to ensure staff and students are informed in their decisions and the advice being given. Work with the Gloucestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure students are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that students with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the students own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of their curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract students towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g. Young Enterprise, STEM Clubs, Code Clubs.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.

5. Encounters with Employers and Employees

- To ensure that students receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that students have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship.
- To enable students to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage students and parents to attend external careers events.

6. Experiences of the Workplace

- To ensure that students receive at least ONE meaningful experience of the workplace by the end of KS3 and a further experience during Year 10 totaling at least 10 days.
- To increase the number of employer workplace visits which will take place to enable pupils to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Cheltenham and Gloucestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school.

7. Encounters with Further and Higher Education

- To ensure all / overwhelming majority of students receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.

- To ensure all / overwhelming majority of students has been provided with information about the full range of technical qualifications and apprenticeships including higher level apprenticeships in KS3 and in KS4 (4 times in total)
- To ensure all / overwhelming majority of students have experienced meaningful encounters with universities.

8. Personal Guidance

- Ensure all students have had an interview with a professional and impartial careers adviser by the end of year 11

	Term 1	Term 2	Term 3	Term 4	Term 5	Term 6
Year 7 – Opportunities and Aspirations	Launch of Pittville Passport		Individual strengths, weaknesses, character attributes Launching Unifrog Drop down day – interviewing staff about careers and pathways	Enterprise visit		Enterprise day
Year 8 – Exploring jobs and careers				Assembly on specific sectors in Gloucs Types of career pathways Challenging stereotypes in NHS		Army skills visit
Year 9 – Future choices		Options information LMI GROWs workshop Linking options to possible careers				University Visit
Year 10 – Preparing for the world of work	Work Experience launch	Work experience support		Work experience preparation	University Visit	CVs Post 16 options
Year 11 – Preparing for Post 16	Applications to Post-16 Application forms and Interview Preparation	Applications to Post-16 mock interviews	Support with applications and interviews	Examination preparation Support with applications and interviews		

Measuring and Assessment of the impact of the careers programme on students.

- Evaluation of our careers programme is designed to enable us to examine what we do, consider how we can improve it and provide stakeholders with a summary of this.
- This will include gathering information from the students about how they feel about their experiences in relation to the careers programme. Students will complete the Future Skills Questionnaire (FSQ) at multiple points during their school career
- Published destinations data will also support the evaluation of our careers programme over time.
- It is our aim to provide students with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education
Department of Education Careers Strategy	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf
Gloucestershire Careers and Skills Portal	https://www.skillsportalglos.com
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
Government Careers Guidance and Access for Education and Training Providers January 2023	https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
GROWS	https://www.grows.ac.uk
Gloscol	https://www.gloscol.ac.uk
Cirencester College	https://www.cirencester.ac.uk
Hartpury	https://www.hartpury.ac.uk
University of Gloucestershire	https://www.glos.ac.uk