



## Careers Operational Plan 2025/26 Key Priorities, Outcomes and Actions

### **Commitment:**

The Wells Academy is committed to providing all students in Years 7-11 with a programme of careers events and activities and supporting activity. The programme has been developed in line with the eight Gatsby Benchmarks and new CDI framework, to ensure best practice and to meet the requirements of the Department for Education's statutory guidance.

### **The Wells Academy believes that:**

- Every student should have high quality, independent careers guidance to encourage them to be aspirational and well informed when making educational and career decisions.
- All students should participate in a range of activities to develop a variety of employability skills, preparing them for a working life which is in the best interest of the student, being enjoyable and providing economic wellbeing.
- All students should have access to employers and employees, to give them 'real world' experiences of the world of work.

### **Gatsby Career Benchmarks**

The career programme is used to develop and improve the programme of career education and guidance offered to our students. The Gatsby Benchmarks identify good practice and define the essentials of good career guidance providing a robust and realistic framework for developing a career programme that is first class.

### **The Gatsby Benchmarks**

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of workplaces
7. Encounters with further and higher education
8. Personal guidance

## The CDI Framework

The Career Development Institute has undertaken extensive research and consulted with career development experts and practitioners to identify the six career development skills that people need to have positive careers.



The Wells Academy Careers Programme is mapped to both the Gatsby Benchmarks and supported in parts by the CDI Framework.

## All students at the academy should:

- Expect information, advice and guidance as an entitlement and know where to access up to date information about work, training and educational opportunities.
- Be given the opportunity to experience work related learning.
- Experience a range of career related activities including careers workshops, employer talks, career fairs, motivational speakers, college and university visits.

## Career Guidance

Academies have a duty to secure access to independent and impartial (no bias towards a particular education or work option) careers guidance for students' Years 7-11 (Education Act 1997, 2011 & Careers Guidance & Inspiration in Schools March 2015 Statutory Guidance). The academy's duty to secure independent career guidance for all Year 7-11 students is intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential, develop high aspirations and consider a broad and ambitious range of careers.

## Key priorities:

- Provide independent and impartial careers advice, prevent stereotyping and promote the best interest of the student to whom it is given.
- Ensure adequate support for students with SEN or disabilities.
- Work with Local Authority to identify those 'at risk' of not participating post-16 in education or training and the services to support them.
- Work with education and training providers to provide information on the range of available education options including apprenticeships.
- Inspire and motivate students to fulfil their potential and develop employability skills.
- Provide direct students access to the National Careers Service, giving job market information and job profiles and other online career guidance sites.
- Provide access to online impartial careers and further and higher education resources – Unifrog.
- Inspire students through real life experiences/real life contact with work.
- Provide entrepreneurial challenges to develop employability skills and self-employment opportunities.



- Encourage students to study STEM subjects.
- Ensure all students have careers opportunities and information embedded within all curriculum areas.
- Develop employer-academy links with the help of the Careers Hub to address career aspirations and link what is taught in class to the outside world.

### **Outcomes:**

- Ensure all students are well informed when making subject and career decisions.
- Reduce the amount of 16–18 year-old NEETs.
- All students to have a clear sense of achievable direction about future education, training options and goals.
- All students to understand that if English and maths not secured at grade 4, then this will be a continued subject for study at post 16.
- All students understand the importance of STEM subjects.
- All students are aware of out of school opportunities (e.g. National Citizen Service, voluntary activities).
- All students are aware of any post 16 funding available to them (16- 19 Bursary Fund).
- All students to have interacted with employers and understand the skills employers are looking for.
- All students to have developed some, if not all, of the key skills needed to progress into employment and further and higher education.
- All students understand real world applications to the subjects they study.



# THE WELLS ACADEMY

## WHOLE SCHOOL

Actions - Whole School	Date	Led by	Monitored by	Gatsby Benchmark/CDI Framework
Identify critical cohorts to ensure students with SEN and/or disabilities receive additional personalised external and internal support	31/10/25	ADM	LBO	1,3 GTL, EP, MC
All of Year 11, select Year 9 and 10 students - 1:1 Careers Guidance with Mr Martin or Futures (PG1 Students)	1/9/25 – 24/7/26	ADM	LBO	2,3,8 GTL, EP, MC, CO
Update TWA webpage with careers information and links to additional support including Unifrog and National Careers Service	31/10/25	ADM	LBO	1,2,3,4 GTL, EP, MC, CO SBP
Careers Fair	16/1/25	ADM	LBO	1,2,3,5,7 EP, MC, CO
National Apprenticeship Week – Virtual resources shared for all students and families.	9/2/26 – 13/2/26	ADM	LBO	2,3,4,5,6 GTL, EP, MC, CO, SBP
National Careers Week – Assemblies	2/3/26 – 6/3/26	ADM	LBO	1, 3 GTL, EP, MC, CO, BLW, SBP
National Careers Week – Virtual resources shared for all students and families.	2/3/26 – 6/3/26	ADM	LBO	2,3,4,5,6 GTL, EP, MC, CO, BLW, SBP
National Careers Week – Careers Talks	2/3/26 – 6/3/26	ADM	LBO	2,3,4,5,7 GTL, EP, MC, CO, BLW, SBP
Representation by Careers Lead at all KS4 Parents' Evenings and Options Evenings	4/12/25 – 9/7/26	ADM	LBO	2,3,4,5,7,8 GTL, EP, MC, CO, BLW, SBP

**Year 7**

Nottingham Trent University – Moving On Up Assembly	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Moving On Up Workshop – FSM students	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Careers in the Curriculum Day – Doughnotts	TBD 2026	ADM	DMA	1,2,5,6 GTL, EP, MC, CO, SBP
IntoUniversity Workshop – Choosing Success – Selected cohort of students	17/12/25	ADM	LBO	3,4,7 EP, CO, SBP
IntoUniversity Workshop – Becoming an Independent Learner – Selected cohort of students	18/3/26	ADM	LBO	3,4,7 EP, CO, SBP
PD Curriculum – Learning Skills, Choices and Pathways, Work and Career, Employment Rights and Responsibilities, Financial Choices and Media Literacy and Digital Resilience	TBD	ADM	LBO/SBA	1,2,3,4 GTL, EP, MC, CO, BLW, SBP

**Year 8**

Nottingham Trent University – Higher Education Myth-Busting Assembly	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Higher Education Myth-Busting Workshop – FSM students	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Careers in the Curriculum Day – 200 Degrees Coffee	3/12/25	ADM	DMA	1,2,5,6 GTL, EP, MC, CO, SBP
IntoUniversity Workshop – Maximising Memory – Selected cohort of students	11/11/25	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP
IntoUniversity UoN Buddy Workshop – Selected cohort of students	TBD	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP
IntoUniversity UoN Buddy Trip – Selected cohort of students	TBD	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP
IntoUniversity Workshop – Pathways to Success – Selected cohort of students	3/3/26	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP
PD Curriculum – Learning Skills, Choices and Pathways, Work and Career, Employment Rights and Responsibilities, Financial Choices and Media Literacy and Digital Resilience	TBD	ADM	LBO/SBA	1,2,3,4 GTL, EP, MC, CO, BLW, SBP
Nottingham Trent University – Campus Visit – FSM-priority cohort of students	3/7/26	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP
TalkTheTalk – Talk About Communication Workshop	TBD	ADM	LBO	3,4 GTL, EP, MC, CO, SBP

**Year 9**

Nottingham Trent University – Your Skills, Your Future Assembly	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Your Skills, Your Future Workshop – FSM students	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
IntoUniversity Workshop – Transferable Skills and Careers – Selected cohort of students	14/10/25	ADM	LBO	3,4,7 EP, CO, SBP
IntoUniversity Workshop – Introduction to University Life – Selected cohort of students	10/2/26	ADM	LBO	3,4,7 EP, CO, SBP
IntoUniversity Workshop – Business in Focus – Selected cohort of students	TBD	ADM	LBO	3,4,7 EP, CO, SBP
PD Curriculum – Learning Skills, Choices and Pathways, Work and Career, Employment Rights and Responsibilities, Financial Choices and Media Literacy and Digital Resilience	TBD	ADM	LBO/SBA	1,2,3,4 GTL, EP, MC, CO, BLW, SBP
Careers in the Curriculum Day – Balfour Beatty	3/3/26	ADM	DMA	1,2,5,6 GTL, EP, MC, CO, SBP

**Year 10**

Nottingham Trent University – Your Future, Your Choice Assembly	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Your Future, Your Choice Workshop – FSM students	TBD	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
IntoUniversity Workshop – Entrepreneurship and Enterprise – Selected cohort of students	1/10/25	ADM	LBO	3,4,7 EP, CO, SBP
IntoUniversity Workshop – Communication in the Workplace – Selected cohort of students	25/2/26	ADM	LBO	3,4,7 EP, CO, SBP
Capital One #1 – Work Insight Day – Selected cohort of students	21/1/26	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
Capital One #2 – Work Insight Day – Selected cohort of students	5/2/26	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
Experian – Work Insight Day – Selected cohort of students	24/3/26	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
Army Engagement Day	11/12/25	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
Army – Work Insight Day – Selected cohort of students	1/5/26	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
ThinkBig – Apprenticeships and Technology Assembly	1/12/25	ADM	LBO	3,4,5,7 GTL, EP, MC, CO, SBP
Cambridge University – Campus Visit – Top Achieving Year 10 Students	TBD	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP

**Year 11**

Nottingham Trent University – Your Future, Your Choice Assembly	22/9/25	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Your Future, Your Choice Workshop – FSM students	22/9/25	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Your Skills, Your Future Assembly	10/11/25	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
Nottingham Trent University – Your Skills, Your Future Workshop – FSM students	10/11/25	ADM	LBO/SBA	3,4,7 GTL, EP, MC, SBP
IntoUniversity Workshop – Further Education Choices (16+) – Selected cohort of students	16/9/25	ADM	LBO	3,4,7 EP, CO, SBP
IntoUniversity Workshop – Higher Education Choices (18+) – Selected cohort of students	18/11/25	ADM	LBO	3,4,7 EP, CO, SBP
Army – Work Insight Day – Selected cohort of students	18/9/25	ADM	LBO	3,4,5,6 EP, MC, CO, SBP
ThinkBig – Apprenticeships and Technology Assembly	1/12/25	ADM	LBO	3,4,5,7 GTL, EP, MC, CO, SBP
Oxford University – Campus Visit – Top Achieving Year 11 Students	11/2/26	ADM	LBO	3,4,7 GTL, EP, MC, CO, SBP

#### Year 6

- Transition events at The Wells Academy for Year 6 students, to include a Trent University visit.

#### Year 7

- Tutor provides advice to students on an individual basis against achievement
- Online/website link to career guidance through Unifrog
- Careers lessons through PDC to include Enterprise, Employability skills, Challenging Gender stereotypes
- Careers in the curriculum lessons to include Visiting speakers, Subject careers talks, Festival of Science and curiosity
- Apprenticeship Webinars during National Apprenticeship Week
- Careers talks by visiting speakers during National Careers Week
- Careers Fair
- Careers embedded into all curriculum subjects with the help of subject careers ambassador
- Into university workshops

#### Year 8

- Tutor provides advice to students on an individual basis against achievement
- Online/website link to career guidance through Unifrog
- Careers lessons through PDC, to include Enterprise, Employability skills, Challenging Gender stereotypes
- Careers in the curriculum lessons to include visiting speakers – Subject careers talks
- University visits – Nottingham University and Nottingham Trent University
- Apprenticeship Webinars during National Apprenticeship Week
- Careers talks by visiting speakers during National Careers Week
- Careers Fair
- Careers embedded into all curriculum subjects with the help of subject careers ambassadors
- Into university workshops

#### Year 9

- Tutors provides advice to students on an individual basis against achievement
- Online/website link to careers information and guidance through Unifrog
- Careers lessons through PDC, to include Enterprise, Employability skills, Challenging Gender stereotypes
- Apprenticeship Webinars during National Apprenticeship Week

- Careers talks by visiting speakers during National Careers Week
- Year 9 Options evening
- Careers Fair
- Careers embedded into all curriculum subjects with the help of subject careers ambassadors

#### Year 10

- Students are given guidance by teachers about the links between curriculum learning and real-life work
- 1:1 Impartial careers interview
- Tutors to provide advice to students on an individual basis against achievement
- Online/website link to careers information and guidance through Unifrog
- Aspirational talks supported by local employers
- CV workshops
- Apprenticeship Webinars during National Apprenticeship Week
- Careers talks by visiting speakers during National Careers Week
- Interview and application research and workshops
- Mock Interviews
- Careers Fair
- Work Insight days
- Careers embedded into all curriculum subjects with the help of subject careers ambassadors

#### Year 11

- 1:1 career guidance interview to provide independent and impartial careers advice and to promote the best interest of the student
- Tutors mentor students on an individual basis against achievement
- Online/website link to careers information and guidance through Unifrog
- Post 16 and post 18 information sessions through Tutor Time
- Apprenticeship information and workshops
- CV and application workshops, Interview techniques, post 16 and employer talks
- Aspirational talks, supported by local employers
- Apprenticeship Webinars during National Apprenticeship Week
- Careers talks during National Careers Week

- Careers Fair
- Careers Drop-In Sessions

## Monitoring and Evaluation

Monitoring and evaluations of the activities and the guidance taking place will include observations by SLT and feedback from students and those engaged in activities (e.g. families, colleges and employers). Outcomes will be reported to Governors on an annual basis.

Effectiveness and Impact will be measured by:

- Attainment and destination of students – closing the gap between young people from disadvantaged backgrounds and others
- NEET figures
- Gatsby Benchmark Performance
- Compass+ Internal Leadership Review
- Questionnaires – trend analysis
- Student evaluation forms
- Family evaluation forms