



## James Brindley Academy 2021 –2022

### Careers Programme

Pupils can expect a range of the following careers activities as a minimum throughout each year at James Brindley.

The careers programme is adapted for each centre.

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

#### Linking the Gatsby Benchmarks, following the CDI (Careers Development Institute) Framework 2021

Year	AUTUMN TERM	SPRING TERM	SUMMER TERM
7	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Titan Careers Fair</b> <b>PD Lessons:</b> ‘Enterprise’	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>National Careers / Apprenticeship week</b> – various activities <b>Careers Fair</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers assembly:</b> What is a career? / The world of work / developing transferrable skills
8	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Titan Careers Fair</b> <b>PD Lessons:</b> ‘Enterprise’	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>National Careers / Apprenticeship week</b> – various activities <b>Careers Fair</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers assembly:</b> LMI (Labour Market Information) - Jobs of the Future <b>Assembly</b> – Amazing Apprenticeships

		<b>STEAM day</b> <b>KUDOS</b> careers software programme	
9	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Employer</b> visit <b>Titan Careers Fair</b> <b>PD Lessons:</b> 'Enterprise'	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>National Careers / Apprenticeship week</b> – various activities <b>Careers Fair</b> <b>KUDOS</b> careers software <b>Careers interviews</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers assemblies:</b> Post 16 Options, Education, Apprenticeships, Traineeships and pathways <b>Assembly</b> – Amazing Apprenticeships
10	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers day:</b> visits / workshops post 16 education and apprenticeship providers <b>KUDOS</b> careers software <b>Skills Builder</b> weekly activities <b>World Skills Show</b> <b>Duke of Edinburgh Award</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Fair</b> <b>Assembly</b> by college / apprenticeship provider <b>Big Bang STEM Fair</b> <b>Duke of Edinburgh Award</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Assemblies:</b> Decision making Visit to employer <b>Work experience</b> opportunities <b>Work experience</b> assembly <b>Apprenticeship Fair</b> <b>Duke of Edinburgh Award</b> <b>Careers interviews</b> <b>PD Lessons:</b> 'Preparing for Work Experience' <b>Assembly</b> – Amazing Apprenticeships
11	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers day:</b> visits to post 16 education and apprenticeship providers <b>Skills Builder</b> weekly activities <b>World Skills Show</b> <b>Duke of Edinburgh Award</b> <b>Careers interviews</b> <b>PD Lessons:</b> 'Next Steps' <b>KUDOS</b> careers software	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Fair</b> <b>Careers assembly</b> by college / apprenticeship provider <b>Post-16</b> taster and transition sessions <b>Big Bang STEM Fair</b> <b>Duke of Edinburgh Award</b> <b>Careers interviews</b>	<b>Form time</b> weekly activities <b>Skills Builder</b> embedded in the curriculum <b>Careers assembly:</b> Transition / Moving on <b>Apprenticeship Fair</b> <b>Duke of Edinburgh Award</b> <b>Careers interviews</b> <b>Post-16</b> taster and transition sessions <b>Assembly</b> – Amazing Apprenticeships

If a young person joins James Brindley after year 7, we will seek to identify gaps in their experience and knowledge so that we can adapt the careers programme to meet their individual needs.

Year	AUTUMN TERM	SPRING TERM	SUMMER TERM
12	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>KUDOS</b> careers software	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Fair</b>	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Assemblies</b>

	<b>Skills Builder</b> weekly activities <b>World Skills Show</b> <b>Careers interviews</b> <b>KUDOS</b> careers software	<b>Big Bang STEM Fair</b> <b>Careers interviews</b> <b>KUDOS</b> careers software <b>Assembly</b> – Amazing Apprenticeships	<b>Apprenticeship Fair</b> <b>Careers interviews</b> <b>KUDOS</b> careers software
13	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>World Skills Show</b> <b>Careers interviews</b> <b>KUDOS</b> careers software	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>Careers Fair</b> <b>Big Bang STEM Fair</b> <b>Careers interviews</b> <b>KUDOS</b> careers software <b>Assembly</b> – Amazing Apprenticeships	<b>Form time</b> activities <b>Skills Builder</b> embedded in the curriculum <b>Apprenticeship Fair</b> <b>Careers interviews</b> <b>KUDOS</b> careers software

Outcome	Learning Aim	Key stage	Gatsby Benchmark	Where does this happen?	When does this happen?	Who makes it happen?	How do we know this? PW – Pupil work PA – Pupil attendance PF – Pupil feedback SF – Staff feedback PCF – Parental/Carer feedback EF – External organisation feedback
Grow throughout life	Pupils/students need to understand that they need to grow throughout life by learning and reflecting on themselves, their background, and their strengths	3	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	PD lessons 'Enterprise' Assembly 'What is a Career?' Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week KS3 Careers Fair Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Spring term	PD team Careers team Careers team Careers team Careers team Careers team Titan Network Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
		4	1,2,5,6,7 1,2,5,6, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7	PD lessons 'Preparing for work experience' & 'Next Steps' Assembly 'Work Experience' Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term	PD team Careers team Careers team Careers team Careers team Careers team Local authority	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF

			2,3,8	Apprenticeship Careers Fair Careers interviews	All year	Careers Adviser	PA, PF, Career Action Plan
		<b>Post 16</b>	1,2,4,5,6 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	Assembly 'Labour Market Information' Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Careers Fair Careers interviews	Annually Weekly Spring term Weekly Spring term Spring term Summer term All year	Careers team Careers team Careers team Careers team Careers team Careers team Local authority Careers Adviser	PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
Explore possibilities	Pupils/students need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces	<b>3</b>	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	PD lessons 'Enterprise' Assembly 'Labour Market Information' Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week KS3 Careers Fair Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Spring term	PD team Careers team Careers team Careers team Careers team Careers team Titan Network Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
		<b>4</b>	1,2,5,6,7 1,2,3,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 1,2,3,4,5,6 2,3,8	PD lessons 'Preparing for work experience' & 'Next Steps' Assembly - Decision Making Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Fair Work experience – internal and external Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Summer term All year	PD team Careers team Careers team Careers team Careers team Careers team Local authority Careers team Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PW, PA, PF, SF PA, PF, Career Action Plan
		<b>Post 16</b>	1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Fair Careers interviews	Weekly Spring term Weekly Spring term Spring term Summer term All year	Careers team Careers team Careers team Careers team Careers team Local authority Careers Adviser	PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan

Manage career	Pupils/students need to manage their career activity, make the most of opportunities and learn from setbacks	3	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	PD lessons 'Enterprise' Assembly 'What is a Career?' Form time Activities JBA Careers Fair Skills Builder Activities National Apprenticeship Week National Careers Week KS3 Careers Fair Careers interview	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Spring term	PD team Careers team Careers team Careers team Careers team Careers team Careers team Titan Network Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
		4	1,2,5,6,7 1,2,3,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 1,2,3,4,5,6 2,3,8	PD lessons 'Preparing for work experience' & 'Next Steps' Assembly – Transition / Moving on Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Fair Work experience – internal and external Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Summer term All year	PD team Careers team Careers team Careers team Careers team Careers team Careers team Local authority Careers team Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PW, PA, PF, SF PA, PF, Career Action Plan
		Post 16	1,2,4,5,6 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	Assembly 'Labour Market Information' Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Careers Fair Careers interviews	Annually Weekly Spring term Weekly Spring term Spring term Summer term All year	Careers team Careers team Careers team Careers team Careers team Careers team Local authority Careers Adviser	PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan

Outcome	Element of learning	Key stage	Gatsby Benchmark	Where does this happen?	When does this happen?	Who makes it happen?	How do we know this?
Create opportunities	Pupils/students need to create opportunities by being proactive and building positive	3	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7	PD lessons 'Enterprise' Assembly – Amazing Apprenticeships Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week	Six weekly lessons Annually Weekly Spring term Weekly Spring term	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team	PW, PA PA, PF, SF, EF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF

	relationships with others		1,2,5,7 2,3,8	KS3 Careers Fair Careers interview	Spring term Summer term Spring term	Titan Network Careers Fair	PA, PF, SF, PCF PA, PF, Career Action Plan
		<b>4</b>	1,2,5,6,7 1,2,3,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8 1,2,3,4,5,6	PD lessons 'Preparing for work experience' and 'Next Steps' Assembly – Amazing Apprenticeships Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Careers Fair Careers interview Work experience – internal and external	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term All year Summer term	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team Titan Network Careers Adviser Careers team	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan PW, PA, PF, SF
		<b>Post 16</b>	1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 2,3,8	Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Careers interviews	Weekly Spring term Weekly Spring term Spring term All year	Careers team Careers team Curriculum team Careers team Careers team Careers Adviser	PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, Career Action Plan
Balance life and work	Pupils/students need to balance their life as a worker and/or entrepreneur with their wellbeing, other interests and their involvement with their family and community	<b>3</b>	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	PD lessons 'Enterprise' Assembly Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week KS3 Careers Fair Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Spring term	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team Titan Network Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
		<b>4</b>	1,2,5,6,7 1,2,3,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 2,3,8 1,2,3,4,5,6	PD lessons 'Preparing for work experience' & 'Next Steps' Assemblies - Decision Making / Transition Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Careers interviews Work experience – internal and external	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term All year	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team Careers Adviser Careers team	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, Career Action Plan PW, PA, PF, SF

					Summer term		
		<b>Post 16</b>	1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 2,3,8	Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Careers Interviews	Weekly Spring term Weekly Spring term Spring term All year	Careers team Careers team Curriculum team Careers team Careers team Careers Adviser	PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, Career Action Plan
See the big picture	Pupils/students need to see the big picture by paying attention to how the economy, politics and society connect with their own life and career	<b>3</b>	1,2,6,7 1,2, 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	PD lessons 'Enterprise' Assembly - Labour Market Information Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week KS3 Careers Fair Careers interview	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Spring term	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team Titan Network Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF PW, PA, PF, SF PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan
		<b>4</b>	1,2,5,6,7 1,2,3,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 1,2,3,4,5,6 2,3,8	PD lessons 'Preparing for work experience' & 'Next Steps' Assembly – Transition / Moving on Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Fair Work experience – internal and external Careers interviews	Six weekly lessons Annually Weekly Spring term Weekly Spring term Spring term Summer term Summer term All year	PD team Careers team Careers team Careers team Curriculum team Careers team Careers team Local authority Careers team Careers Adviser	PW, PA PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF Whole school PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan PW, PA, PF, SF PW, PA, PF, SF
		<b>Post 16</b>	1,2,4,5,6 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,4 1,2,3,4,5,6,7 1,2,3,4,5,6,7 1,2,5,7 2,3,8	Assembly – Labour Market Information Form time Activities JBA Careers Fair Skills Builder embedded in the curriculum National Apprenticeship Week National Careers Week Apprenticeship Fair Careers interview	Annually Weekly Spring term Weekly Spring term Spring term Summer term All year	Careers team Careers team Careers team Curriculum team Careers team Careers team Local Authority Careers Adviser	PA, PF, SF PA, PF, SF PA, PF, SF, PCF, EF Whole school PA, PF, SF, EF PA, PF, SF, EF PA, PF, SF, PCF PA, PF, Career Action Plan

**James Brindley  
Academy**



Careers offer: universal,  
targeted and intensive.

Identifying pupils at risk of  
becoming NEET:

- Pupil premium
- Eligible for free school meals
- Looked after
- Child in need
- SEND
- Has educational gaps
- Underachieving
- Not an independent traveller

