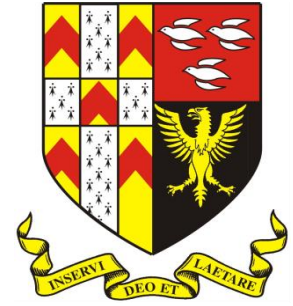


The Friary School Career Framework 2025-2026

Our school's careers provision is built upon our vision to support and develop aspirational young people for the jobs of tomorrow.

The assemblies and tutor programme for Years 7-13 are to include aspects of careers, enterprise and employability, national awareness days and themed weeks including national careers and apprenticeship weeks, etc.



Learner Analysis

Appropriate resources and support given to enable learning considers the following:

- Age and Ability
- Prior Learning
- SEND
- Pupil Premium

Valuation and Evaluation of our CEIAG Programme

Careers Education, Information Advice and Guidance (CEIAG) provides a bridge via which students move not only to further education, vocational training or employment, but to the next stage of their development as members of society.

The Friary School provides opportunities to develop key employability skills which are highly valued by employers, colleges and universities which is crucial in our aim to successfully equip all students with the necessary skills to enable them to become successful in all areas of their lives, both now and in the future.

We are committed to providing high quality, impartial careers guidance for all students. Students at The Friary School will benefit from a range of careers education including meaningful encounters with employers and employees, access to advice on options available at post-16 and Higher Education, one-to-one careers advice with a fully trained member of staff and updated CEIAG to support students in making unbiased decisions about their future.

Our careers programme is evaluated, analysed and reviewed using a variety of methods:

- One-to-one careers guidance interviews
- Staff and student feedback and questionnaires
- Provider feedback
- Parent questionnaires
- Year 11 intended destination questionnaires and review
- Annual CEIAG report
- Destination figures

This data provides us with information to prove the quality and effectiveness of our provision and identify any improvements which need to be made.

The school is committed to ensuring that the eight criteria with The Gatsby Benchmarks of good practice are in place:

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

Likewise, the school pursues the learning aims of the CDI Career Development Framework:

- Grow throughout life - by learning and reflecting on yourself, your background, and your strengths.
- Explore possibilities - by exploring the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.
- Manage career - by making the most of opportunities and learn from setbacks.
- Create opportunities - by being proactive and building positive relationships with others.
- Balance life and work - as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.
- See the big picture - by paying attention to how the economy, politics and society connect with your own life and career.

Careers & Aspiration Programme 2025-2026

The following career programme explains the various activities that are organised and delivered in school however, this is not an exhaustive list as many other opportunities are considered throughout the year as the school are made aware of them.

Year	Gatsby Benchmarks	Curriculum Provision
7	GB1, GB2, GB3, GB4 GB7	<u>National Careers/ Apprenticeship Week:</u> All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Partnership Evening:</u> A parents evening where Year specific guidance is given out in relation to careers and aspirations.
8	GB1, GB2, GB3, GB4 GB7	<u>National Careers/ Apprenticeship Week:</u> All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires:</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Partnership Evening:</u>

		A parents evening where Year specific guidance is given out in relation to careers and aspirations. <u>Y8 Skills Workshop:</u> This 5-week employability skills programme delivered by DWP (Department for Work and Pensions). <u>Drop-In Careers Sessions:</u> Access to the Co-Op and the University of Birmingham <u>STEM Day:</u> This withdrawal day focuses on Science, Technology, Engineering and Maths as part of raising awareness of career opportunities and skills related to these sectors.
9	GB1, GB2, GB3, GB4, GB5, GB6, GB7, GB8	<u>National Careers/ Apprenticeship Week:</u> All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires:</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Y9 Pathways Evening:</u> A parents evening where Year specific guidance related to Key Stage Four aspirations, courses and opportunities is given out. This is accompanied by student assemblies which map out the same information. <u>Workplace Visits:</u> There are a series of targeted workplace visits including companies like Amazon, HJB and Make UK. <u>STEM Day:</u> This withdrawal day focuses on Science, Technology, Engineering and Maths as part of raising awareness of career opportunities and skills related to these sectors. <u>GE Next Engineers:</u> This targeted assembly and work experience programme is provided to Year 9-10 students. <u>Unifrog:</u> Access to a plethora of information, careers and subject libraries to allow students to explore potential pathways and find and apply, taking the next steps for their future aspirations. Students can record evidence of career development and most appropriate route for them, connect subject learning to the world of work, receive live LMI updates, discover and develop themselves to grow in confidence and learn how to link interests and strengths to their career development. Complete destinations platform for students across KS3, KS4 and KS5. This is complemented by parent access and incentives to engage wide families in progression.
10	GB1, GB2,	<u>National Careers/ Apprenticeship Week:</u>

	GB3, GB4, GB5, GB6 GB7, GB8	All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires:</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Partnership Evening:</u> A parents evening where Year specific guidance is given out in relation to careers and aspirations. <u>Y10 Employability Workshops:</u> These workshops include CV preparation, body language and interview techniques, inspiration talks, personal development, what do employers want, and a mock interview. <u>Care in the Community Project:</u> This project ties into our Health & Social Care provision and includes workplace liaison and visits. <u>Visit to University of Birmingham:</u> This targeted 'aim higher' visit includes a university campus tour, academic taster session, why HE, and importance of GCSEs. <u>Volunteers Fayre:</u> This fayre brings in volunteer groups and agencies from the local community and offers advice and guidance on how to get involved and build up a CV. <u>GE Next Engineers:</u> This targeted assembly and work experience programme is provided to Year 9-10 students. <u>Unifrog:</u> Access to a plethora of information, careers and subject libraries to allow students to explore potential pathways and find and apply, taking the next steps for their future aspirations. Students can record evidence of career development and most appropriate route for them, connect subject learning to the world of work, receive live LMI updates, discover and develop themselves to grow in confidence and learn how to link interests and strengths to their career development. Complete destinations platform for students across KS3, KS4 and KS5. This is complemented by parent access and incentives to engage wide families in progression. <u>World Challenge / Projects Abroad:</u> This ambitious work and life experience package is offered to all students with bursary support provided for targeted students. <u>Entrust Careers Interventions:</u> This is an extended provision targeted at RONIs / potential NEETs which sees 1-to-1 careers advice and guidance by a qualified Careers Advisor.
11	GB1, GB2, GB3, GB4,	<u>National Careers/ Apprenticeship Week (March):</u>

	GB5, GB6, GB7, GB8	All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires:</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Partnership Evening:</u> A parents evening where Year specific guidance is given out in relation to careers and aspirations. <u>ASK Apprenticeship Evening:</u> This specific assembly is delivered by ASK apprenticeships, students have an apprenticeships workshop to find out the levels, entry requirements and where to apply. <u>Employer & Higher Education Drop-Ins:</u> There are a series of drop-ins from employers and universities which are open access but also targeted to appropriate students. <u>Independent Careers Advisor:</u> Students requiring advice and guidance are given 1-to-1 meetings with the careers advisor and if necessary SENCO to look at choosing options. <u>Careers & Universities Displays:</u> A series of displays on careers and universities are updated in the school library in order to raise awareness of events, support and opportunities. These are complemented by access to a wide (CEIAG) library and resources. <u>Volunteers Fayre:</u> This fayre brings in volunteer groups and agencies from the local community and offers advice and guidance on how to get involved and build up a CV. <u>Sixth Form Open Evening:</u> An evening where students and their parents are invited to listen to outside independent speakers about apprenticeships, higher education and post-16 options. <u>Care in the Community Project:</u> This project ties into our Health & Social Care provision and includes workplace liaison and visits. <u>Volunteers Fayre:</u> This fayre brings in volunteer groups and agencies from the local community and offers advice and guidance on how to get involved and build up a CV. <u>Allied Health Professional Day:</u> Health and social care professionals hold workshops to provide students with an insight to health & social care roles that are available as part of career development. <u>World Challenge / Projects Abroad:</u> This ambitious work and life experience package is offered to all students with bursary support provided for targeted students.
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		<u>Unifrog:</u> Access to a plethora of information, careers and subject libraries to allow students to explore potential pathways and find and apply, taking the next steps for their future aspirations. Students can record evidence of career development and most appropriate route for them, connect subject learning to the world of work, receive live LMI updates, discover and develop themselves to grow in confidence and learn how to link interests and strengths to their career development. Complete destinations platform for students across KS3, KS4 and KS5. This is complemented by parent access and incentives to engage wide families in progression. <u>Entrust Careers Interventions:</u> This is an extended provision targeted at RONIs / potential NEETs which sees 1-to-1 careers advice and guidance by a qualified Careers Advisor.
Sixth Form	GB1, GB2, GB3, GB4, GB5, GB6, GB7, GB8	<u>National Careers/ Apprenticeship Week (March):</u> All students have opportunities to meet providers for the purpose of informing them about approved technical education qualifications or apprenticeships <u>Aspirations Questionnaires:</u> Targeted questionnaire designed to identify context and aspirations. <u>Careers Guidance:</u> Access to independent careers advisor - with a focus on students with specific ambitions in terms of aspirations, context and ability. Links are made to parents, SENCO and employers where appropriate. <u>Partnership Evening:</u> A parents evening where Year specific guidance is given out in relation to careers and aspirations. <u>Year 12 & 13 Enrichment Programme:</u> This comprehensive programme includes a wide range of careers, aspirations and wider cultural capital themes which equip students for post-school life and progression. <u>Year 12 Work Experience:</u> Students will follow a programme of work experience which will give them an opportunity to experience a place of work. <u>Virtual Work Experience Barclay's Life Skills:</u> Students have the opportunity to take part in an interactive work experience activity day. <u>Year 12 Work Experience Support Services Advice and Guidance Session:</u> Outside speaker to give information on how to identify and secure a work experience placement <u>Y12 Employability Workshops:</u> These workshops include CV preparation, body language and interview techniques, inspiration talks, personal development, what do employers want, and a mock interview. <u>Higher Level Apprenticeship Talk:</u>

	This presentation is delivered by ASK Apprenticeships and includes details on the opportunities, the application process, pros and cons, and on-going support for applications. <u>Independent Careers Advisor:</u> Students requiring advice and guidance are given 1-to-1 meetings with the careers advisor and if necessary SENCO to look at choosing options. <u>Careers & Universities Displays:</u> A series of displays on careers and universities are updated in the school library in order to raise awareness of events, support and opportunities. These are complemented by access to a wide (CEIAG) library and resources. <u>Volunteers Fayre:</u> This fayre brings in volunteer groups and agencies from the local community and offers advice and guidance on how to get involved and build up a CV. <u>Employer & Higher Education Drop-Ins:</u> There are a series of drop-ins from employers and universities which are open access but also targeted to appropriate students; including the Chartered Institute of Building (CIOB), Department for Work & Pensions (DWP), the Mercian Regiment (The British Army), etc. <u>Independent Careers Advisor:</u> Students requiring advice and guidance are given 1-to-1 meetings with the careers advisor and if necessary SENCO to look at choosing options. <u>Careers & Universities Displays:</u> A series of displays on careers and universities are updated in the school library in order to raise awareness of events, support and opportunities. These are complemented by access to a wide (CEIAG) library and resources. <u>Care in the Community Project:</u> This project ties into our Health & Social Care provision and includes workplace liaison and visits. <u>Russell Groups & Oxbridge Conference:</u> This conference provides external guidance and support with vision, aspiration, applications and the experience of studying in a top-ranked university. <u>World Challenge / Projects Abroad:</u> This ambitious work and life experience package is offered to all students with bursary support provided for targeted students. <u>Year 12 Oxbridge Talk:</u> Students are able to obtain information on the two universities and the various intake information they require to apply and study at them. <u>Higher Education Convention:</u> This national event is staged at the NEC in Birmingham and covers both Higher Education and wider post-school possibilities. <u>Tutor Time Programme:</u> This programme covers a wide range of activities related to careers and aspirations including writing personal statements and applications, student finance, apprenticeships, UCAS workshops, etc. <u>Post-18 Options Assemblies:</u>
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		These specific assembly maps out a wide range of post-school routes and opportunities and introduces the wider and on-going support which is offered throughout the Sixth Form. They also involved external companies including the Chartered Institute of Building (CIOB), the Department for Work and Pensions (DWP), and the Civil Service. <u>UCAS Workshops:</u> These two sessions include one for students and another for parents so that there is a clear focus on the benefits of Higher Education, the applications process and the support available. <u>Virtual Work Experiences:</u> Students will follow a programme of work experience which will give them an opportunity to experience a place of work Year. Work Experience Support Services advice and guidance session where a speaker gives information on how to identify and secure a work experience placement. <u>Unifrog:</u> Access to a plethora of information, careers and subject libraries to allow students to explore potential pathways and find and apply, taking the next steps for their future aspirations. Students can record evidence of career development and most appropriate route for them, connect subject learning to the world of work, receive live LMI updates, discover and develop themselves to grow in confidence and learn how to link interests and strengths to their career development. Complete destinations platform for students across KS3, KS4 and KS5. This is complemented by parent access and incentives to engage wide families in progression.
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