



Tudor Grange Academy Careers Plan 2026-2027



Here at Tudor Grange Academy, we provide our students with a full Information and Advice Programme on Careers Education to ensure they are prepared for the future and have received the skills, information, and opportunities to help them make informative choices for future study or work. We support our students, so they make the right choices for progression by providing them with access to differentiated, impartial and independent information and guidance about the range of options available to them including academic, vocational and apprenticeships to help them achieve their ambitions.

Our students will be independent and flexible and able to adapt to the challenging world ahead of them whether that be Higher Education or employment. At Tudor Grange Academy every year group from 7 upwards can engage with business through industry days, mentoring, work experience, careers fairs, cadet programs and classroom workshops. Tudor Grange Academy favours strongly alumni students who are invited back to discuss their routes as well as those who attended the Sixth Form can end up appearing on the Sixth Form Alumni wall of fame, for all students and visitors to read.

Our Careers Programme focuses on a particular area for every year group from Year 7 to Year 13 and we are proud to involve our Business Partnership in our student's journey by helping them at crucial stages, informing and introducing them to the world of work, we aim to prepare them whichever pathway they choose.

We are aware that our students need help to make their choices and to manage transition with ease, that is why we have a dedicated careers team who promote a Careers Programme that provides our students with the knowledge, inspiration, and ability to take ownership of their own career action plans starting from Year 7 until they leave us.

The Academy provides independent advice and guidance to ensure our students receive the impartial advice they need. The Baker Clause Policy sets out the Academy's arrangements for managing the access of providers to students for the purpose of giving them information on the wide range of options, open to them, throughout the year students have various liaisons with external providers. The Provider Access Legislation (Jan 2023) specifies that we provide at least six encounters from organisations that offer approved technical education or their representative for all our students:

2 encounters for pupils in year 8 or 9 mandatory for all pupils to attend

2 encounters for pupils in year 10 or 11 mandatory for all pupils to attend

2 encounters for pupils in year 12 or 13 mandatory for school to offer but optional for pupils to attend

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CDI Framework

The Academy's careers provision is based on the CDI Framework for Careers, Employability and Enterprise Education 7—19 (2018). A formal Careers Programme is in place indicating the importance of employability, careers, and enterprise education as part of the overall Academy policy and a clear understanding of national and regional drivers. The Careers Programme is clearly linked to the Academy Development Plan and there is a clear vision for employability and enterprise education.

The Academy's Careers Plan is based on the DfE Careers guidance and access for education and training providers (Jan 2018) and the Gatsby reformed Benchmarks (2025).



Aims

- Every teacher is a teacher of careers and is clear about the role they play to inspire future generations
- Careers education is embedded across the curriculum with all staff being aware of their role in taking an active part in career guidance
- Ensure all students can explore and encounter the workplace including local, national and international employers, further and higher education settings and training providers
- Provide good advice and guidance which is individual to the students' needs
- Provide good quality independent and impartial careers advice to students
- Contribute to raising achievements, encouraging students to aim high, think outside the box and step out of their comfort zone
- Provide opportunities for students to work with our Business Partners, training providers, further and higher education establishments
- Develop employability and enterprise skills
- Challenge stereotyping, promote equality of opportunity and support inclusion



Careers Education Information Advice and Guidance at Tudor Grange Academy has four elements.

Careers Education - planned programmes in the curriculum giving students knowledge and skills to help them to plan/manage their own career pathways.

Careers Information - labour market information, (LMI), job sectors, progression routes and pathways.

Careers Advice & Guidance - independent and impartial careers advice and guidance provided by a L6 qualified careers advisor (in-house).

Employment Related Learning - in and out of the classroom, educating students about economic well-being, careers and enterprise, employability skills and branding themselves.



Tudor Grange Academy Careers Team Roles and Responsibilities

Role: College Leader (SLT) / Careers Lead (undergoing Careers Leader Training 2026-2027)

Name: Beth Tyrer



- Provide strategic leadership for Careers Education, Information, Advice and Guidance (CEIAG) across the Academy
- Oversee, plan and set the strategic direction for CEIAG provision
- Prepare and implement the CEIAG development plan, ensuring alignment with whole-school priorities
- Monitor the quality and uptake of CEIAG provision, including tracking student engagement with careers guidance
- Promote the integration of careers education across the curriculum, working collaboratively with subject leaders
- Lead and deliver in-house training and CPD for staff to enhance the quality of careers provision

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Role: Associate Sixth Form Coordinator / Careers Advisor

Name: Karen McStay



- Oversee and plan a comprehensive programme of career activities for students
- Collate, track and analyse destination data to inform future provision
- Establish, maintain and develop strong relationships with employers, further and higher education institutions, training providers and apprenticeship organisations
- Liaise with tutors, senior leadership and the SENCO to identify and support students requiring additional guidance
- Ensure all students have access to high-quality, personal careers guidance
- Prepare and implement the CEIAG development plan
- Monitor the quality and uptake CEIAG provision reporting regularly to SLT and Governors
- Promotes careers across the curriculum working with Career Champions to embed guidance in subject areas
- Co-ordinate and deliver in-house training and CPD for staff to enhance careers provision
- Organise and managed work experience placements for students
- Coordinate and analyse enrichment activities to broaden students' career awareness
- Research and source up-to-date careers resources to support student guidance available career resources
- Conduct one-to one career guidance interviews with students

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Role: Personal Development Curriculum Leader

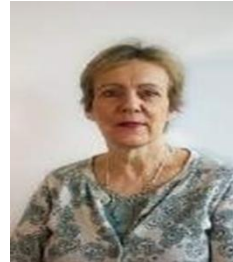
Name: Charlotte Mackie



- Coordinate the delivery of careers education at Key Stages 3 and 4 through the WISER programme.

Role: Early Careers Specialist (Careers and Enterprise Company)

Name: Sandra Howells



- Collaborate with strategic leads, the Careers Advisor, and the Enterprise Advisor to develop a comprehensive programme of activities that ensures meaningful involvement of local employers
- Support the Academy in achieving the Gatsby Benchmarks by integrating employer engagement throughout the careers programme

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Role: Chair of Governors
Name: Rebecca Widdowson



- Monitor the provision and effectiveness of Careers Education, Information, Advice and Guidance (CEIAG) across the Academy
- Conduct termly reviews of CEIAG provision and present findings at Governors' meetings
- Lead on strategic planning to ensure continuous improvement of CEIAG
- Oversee and strengthen business partnerships with the Academy to enhance student opportunities



Role: Careers Enterprise Coordinator TBC for 2026-2027

- Create and facilitate opportunities for students to explore a wide range of career pathways
- Utilise industry and professional expertise to clarify employer expectations for future talent
- Promote equitable access to information, advice, and professional networks for all students
- Engage with local businesses and employers within personal and professional networks to broaden the variety of career opportunities available to students



The Gatsby Benchmarks

The Academy careers plan supports the achievement of the eight Gatsby benchmarks:

A stable Careers Programme

Learning from Career and Labour Market Information

Addressing the Needs of Each Young Person

Linking Curriculum Learning to Careers

Encounters with Employers and Employees

Experience of Workplaces

Encounters with Further and Higher Education

Personal Guidance



The Gatsby Benchmarks

Our careers programme aligns with the updated Gatsby Benchmarks (May 2025) and reflects the reformed approach to work experience across Key Stages 3 & 4. We recognise the DoE's expectation that students in Years 7 to 9 will participate in the equivalent of one week of work experience activities while students in Year 10 and 11 will complete the equivalent on one week of work experience placements.

To achieve this, we will continue to expand and enhance our careers provision through increased employer talks, workplace visits, enterprise projects, virtual work experience opportunities, industry challenge days and stem employer workshops. All activities will be systematically recorded and evaluated, with clear learning outcomes, student reflections and follow up activities incorporated wherever possible.

Tracking Data

The introduction of a Trust wide Destination Tracker will enable us to analyse destination data, monitor student aspirations and evaluate progress over time. In addition, the use of the Compass+ tool allows us to track and monitor participation in careers-related activities, ensuring that every student receives meaningful and progressive careers education.



NEET Prevention Strategy

The Academy is committed to preventing students from becoming Not in Education, Employment or Training (NEET). Through early identification of students at risk, personalised careers guidance, targeted interventions, employer encounters, work experience opportunities, destination tracking and collaborative working with parents, colleges, training providers and the LA, we support all students to secure and sustain positive post-16 and post-18 destinations.

Social Mobility and Raising Aspirations

The Academy uses careers education as a key driver for improving social mobility and raising aspirations particularly among disadvantaged students. Targeted careers interventions ensure that pupils eligible for PP funding and other vulnerable groups have access to high-quality information, advice and guidance, employer encounters, work experience opportunities and progression pathways. By removing barriers and broadening horizons, we aim to ensure that all students are equipped to make informed decisions and achieve their full potential.

Parental Engagement

Parental engagement is a key element of our careers programme. We recognise that parents and carers play a significant role in shaping young people's aspirations, career choices and progression pathways. To strengthen parental involvement, we provide regular careers information through newsletters, social media, the school website and parent information events. Parents are invited to participate during our Careers Day in June, and we utilise their own skills, experiences and professional networks to enrich our careers provision. Through clear communication and accessible resources, we aim to build strong partnerships with parents and carers, ensuring students receive informed and consistent support in planning their future careers.



Personal Development

The Careers Programme makes a significant contribution to students' personal development by helping them build confidence, resilience, self-awareness, decision making, communication and employability skills. Through a range of careers education, information, advice and guidance activities, students are encouraged to identify their strengths, explore their interests and raise their aspirations. They develop a greater understanding of the opportunities available to them, enabling them to make informed choices about their future education, training and career pathways.

Our Careers Programme supports students in developing the skills and attributes needed for success in modern society and the workplace. Through encounters with employers, workplace visits, enterprise activities and leadership opportunities, students learn about teamwork, professionalism, adaptability, problem-solving and responsible decision-making. These experiences help prepare our students for adulthood and support their transition into further education, employment and training.

The Careers Programme promotes equality of opportunity, challenges stereotypes and broadens horizons by exposing students to a diverse range of career pathways and role models. Students are encouraged to consider ambitious goals, understand different cultures and workplaces, and develop respect for others' experiences and aspirations. Through this approach, careers education contributes to students' confidence, wellbeing, social mobility and readiness for life beyond school.



YEAR 7

Introduction To the World of Work / Personal Development (Hitting Benchmarks 2, 4, 5, 6)

- Students are encouraged to identify personal traits, strengths and skills and develop confidence and aim high
- Students attend Career Exploration Lessons
- Students are introduced to WISER with an emphasis on Personal Development
- Students visit the National Skills Show
- Students have a wide range of opportunities to engage with a range of local businesses, FE, HE and training providers through their Career Exploration lessons
- Students have access to Careers Advisor
- Students attend in-house careers fair
- Students are introduced to LMI



YEAR 8

Personal Development

- Students build on their personal strengths and link skills to specific careers
- Students continue their journey of the world of work through activities with the Business Partnership scheme
- Students have a wide range of opportunities to engage with a range of local businesses, FE, HE and training providers through workshops and trips
- Students have access to Careers Advisor
- Students attend in-house careers fair
- Students continue to be educated on LMI



YEAR 9

Personal Development

- Students build on their personal strengths and link skills to specific careers
- Students continue their journey of the world of work through the Business Partnership scheme
- Students have a wide range of opportunities to engage with a range of local businesses, FE, HE and training providers through workshops and trips
- Students are introduced to career resource Unifrog where they log their journey through the Academy starting with logging their personal traits
- Students have access to careers advisor
- Students continue to be educated on LMI
- Students are challenged about stereotypical jobs
- Students attend in-house career fair
- Students begin to think about GCSE options and link curriculum areas to career pathways to help prepare them for choosing their options
- Students are introduced to CV writing



YEAR 10

The Journey

- Students reassess personal strengths with a focus on transferable and employability skills
- Students prepare for mock interviews
- Students have optional access to independent and impartial advice from external sources on employment, FE and apprenticeships
- Students are encouraged to challenge stereotypes within the world of work
- Students continue their journey of the world of work through the Business Partnership scheme
- Students have access to Careers Advisor
- Students continue to be educated on LMI
- Students explore post 16 pathways
- Students are challenged about stereotypical jobs
- Students access work experience programme
- Students attend in-house career fair
- Students attend college taster days
- Introduced to exam technique, generating revision timetables, post 16 choices, & interview skills
- Students encourage to investigate different jobs, routes into careers and pathways
- Students have dedicated day off timetable for Destinations Day



YEAR 11

The Journey

- Students continually supported with post 16 choices and encouraged to look at all options
- All students have a 1:1 guidance interview with a L6 qualified advisor (in-house)
- Students encourage to investigate different pathways, and their entry requirements based on their own grades
- Students prepare for college interviews
- Students attend open days to help with their post 16 choices
- Students and parents have access to apprenticeship information
- Students have optional access to independent and impartial advice from external sources on employment, FE and apprenticeships
- Students continue to be educated on LMI
- Students are challenged about stereotypical jobs
- Students can access work experience programme
- Students are supported after results days for course changes and further guidance



YEAR 12

- Students continually supported with post 18 choices and encouraged to look at all options through guest speakers and career related trips
- All students have a 1:1 guidance interview with a L6 qualified advisor (in-house)
- Students encourage to investigate different pathways due to entry requirements and their own grades
- Students prepare for university and apprenticeship interviews
- Students have optional access to independent and impartial advice from external sources on employment, HE and (degree) apprenticeships
- Students continue to be educated on LMI
- Students access work experience programmes
- Students and parents have access to apprenticeship information
- Students are challenged about stereotypical jobs
- Students visit UCAS exhibition
- Students attend a campus day at a local university
- Students are introduced to UCAS application
- Student finance meeting takes place



YEAR 13

- Students continually supported with post 18 choices and encouraged to look at all options through external speakers and visits
- All students have access to further 1:1 guidance with a L6 qualified advisor (in-house)
- Students encourage to investigate different pathways due to entry requirements and their own grades
- Students prepare for university and apprenticeship interviews
- Students have optional access to independent and impartial advice from external sources on employment, HE and (degree) apprenticeships
- Students continue to be educated on LMI
- Students and parents have access to apprenticeship information
- Students access work experience programmes
- Students visit university open days
- Student finance meeting takes place
- Students are supported with their UCAS applications, personal statements, apprenticeship applications and CV's
- Students are supported after results days for course changes, clearing and further guidance



Key Stage 3 Careers Programme

Self-Development and awareness —*enabling our students to understand themselves better, make informed choices and relate well to others.*

Activities:

WISER—Enables students to leave the Academy as confident and well-rounded young adults. BE READY

Year 9 - Options choice meetings, university visit

Career Exploration—*enabling our students to expand their horizons and allow them to seek opportunities.*

Activities:

Year 7 – specific career exploration lessons, visit local Skills Show and access to inhouse careers fair and Career Exploration lessons through their WISER lessons

Year 7, 8 & 9— access to inhouse careers fair, various employer led sessions, importance of employability skills, trips incorporating careers, university and business visits

Year 7, 8 & 9 - subjects link curriculum to careers

Year 7, 8 & 9 - celebrate National Careers Week

Year 9 – introduction to Unifrog and CV writing



Key Stage 4 Careers Programme

Self-Development and awareness —*enabling our students to understand themselves better, make informed choices and relate well to others.*

Activities:

Year 10 & 11 WISER sessions — curriculum covers wider world, money management, staying healthy and relationships

Career Exploration—*enabling our students to expand their horizons and allow them to seek opportunities.*

Activities:

Year 10 & 11 WISER subject lessons— continue to use UNIFROG, curriculum covers how to revise for exams, generating revision timetables, post 16 choices, writing a CV & interview skills

Year 10—Careers Day involving mock interviews, career fair, stereotyping careers, guest speakers, business partnership networking events, work experience, various employer led sessions, and the importance of employability skills

Year 10 & 11—subjects link curriculum to careers

Year 10 & 11—celebrate National Careers Week, students meet range of people including alumni

Year 10 & 11 – celebrate National Apprenticeship Week, students visit employer workplaces, alumni and training providers

Year 10 & 11—1:1 career guidance interview, career action plans developed

Year 10 —applying for leadership roles within the Academy through college captain positions

Year 10 – Work Experience program



Key Stage 5 Careers Programme

Self-Development and awareness —*enabling our students to understand themselves better, make informed choices and relate well to others.*

Activities:

Year 12 & 13—**Life Skills Program**—How to sell yourself, good mental health, healthy relationships, healthy eating & exercise, time management and organisation, managing stress, sleep, safe work environments and budgeting

VESPA Model – complements the career programme by developing the personal attributes and learning behaviours required for success in education, employment and training. Through VESPA, students develop a clear vision for their future, understand the importance of sustained effort, establish effective systems for organisation, engage in purposeful practice and cultivate a positive attitude towards learning and personal growth. These skills underpin career readiness, enabling students to set ambitious goals, make informed decisions, demonstrate resilience and adapt successfully to future education and employment pathways.

Career Exploration—*enabling our students to expand their horizons and allow them to seek opportunities.*

Activities:

Year 12 - applying for leadership roles within the Sixth Form Cabinet

Year 12 & 13 – peer mentoring younger students

Year 12 & 13 - work experience

Life Skills Year 12 & 13—alternatives to university, gap years, CV and cover letters, revision guidance, personal statements, business partnership, networking, work experience, Young Enterprise, various employer led sessions, importance of employability skills, students meet range of people including alum



Careers Calendar 2026-2027 *(updated throughout the year)*

YEAR	7	8	9	10	11	12	13
SEPT	Freshers Fair – extra curriculum clubs		Introduction to Unifrog	Access to 1:1 Career Guidance SEN – The Journey Assembly	Access to 1:1 Career Guidance – The Journey Assembly	University Open Days	Personal Statement and UCAS
OCT		BT Work Ready Visit	Mazak Industry Day Mazak Cadets Launch Kardean Workplace Visit	Mazak Industry Day Gap Year Talk SENDI Career Session with Uni of Worcester Mentor Life Beyond School	Access to 1:1 Career Guidance Interview Open Days Life Beyond School	University of Worcester Student Finance meeting Gap Year Talk	University of Worcester Student Finance meeting Gap Year Talk
NOV		Diamond Light Source Harwell Visit STEM	West Bromwich Albion Careers in Sport	Apprenticeship Talks The Journey Assembly BIMA Digital Day DRP Media Work Experience Launch Parents Meeting Oxford University Trip– Aiming High	Access to 1:1 Career Guidance Interviews Drama Industry Day at Malvern Theatre	Aim High Oxford University Alternative Progression – Oxford Brookes University	
DEC			Parliament Visit	Parliament Visit Apprenticeship Taks Post 16 Choices	Access to 1:1 Career Guidance interview HWGTA Apprenticeship Trip		UCAS Internal Deadline
JAN			CV Writing STEP lesson University of Gloucester – Aspiration Day	Hartpury Animal Science Taster Day Jaguar Landrover Industry Visit Amazon Visit	Access to 1:1 Career Guidance interview Apprenticeship Evening Apprenticeship workshop target students	Apprenticeship Evening	Apprenticeship Evening
FEB	National Apprenticeship Week Career Assembly STEM Assembly Career Exploration Lessons	National Apprenticeship Week Career Assembly STEM Assembly	National Apprenticeship Week Career Assembly Journey into Nursing	National Apprenticeship Week – Worcestershire Apprenticeship talk Career Assembly Journey into Nursing Taster Day University of Worcester	National Apprenticeship Week Career Assembly HWGT Apprenticeship Visit Access to 1:1 Career Guidance interview	HWGT Apprenticeship Visit Lawyer Visit Taster Day university of Worcester	HWGT Apprenticeship Visit Lawyer Talk
MARCH	National Careers Week, Worcestershire Skills Show Career Exploration Lessons	National Careers Week STEM Silverstone Activity	National Careers Week Careers Assembly, Warwick University Campus Day NHS Industry Day	National Careers Week Careers Assembly Nursing Taster Session NHS Industry Day National Museum of Computing Visit	Application Support Access to 1:1 Career Guidance	National CareersWeek UCAS Fair at The University of Worcester	National Careers Week

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			National Museum of Computing Visit	Cadbury World Business Visit		NHS Industry Day	
APRIL	Lakeside Teambuilding and aspiration Uni Of Worcester	lakeside Teambuilding and aspiration Uni Of Worcester	RAF Careers & Lifestyle Insight Day Care Experienced Learners Aim High Day	Post 16 Assembly - RAF Careers & Lifestyle Insight Day Care Experienced Learners Aim High Day	Access to 1:1 Career Guidance		
MAY			Alumni Speakers	Alumni - speakers	Access to 1:1 Career Guidance		
JUNE	Careers Fair	Careers Fair	Careers Fair College Taster Day Big Bang Fair	Destinations Day, Mock Interviews and Careers Fair Big Bang Fair	Access to 1:1 Career Guidance	Careers Fair	
JULY		Coventry University Campus Day F1 Williams STEM Visit	F1 Williams STEM Visit	Work Experience Week		Work Experience	

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