



**Newent  
Community  
School**  
& Sixth Form Centre

# **Newent Community School and Sixth Form Centre Careers Strategy 2025-27**

## **THE TEAM**

We have an effective Careers Team within the school. Students and parents/carers can contact a member of the team at any point within their time at Newent Community School and Sixth Form Centre using the following information:

Ian McCarthy

Careers Lead and Assistant Vice Principal

[imccarthy@newent.gloucs.sch.uk](mailto:imccarthy@newent.gloucs.sch.uk)

Kate Jones

Careers Coordinator and Careers Advisor

[kjones@newent.gloucs.sch.uk](mailto:kjones@newent.gloucs.sch.uk)

Chris Germaine

Careers Link Trustee

[cgermaine@newent.gloucs.sch.uk](mailto:cgermaine@newent.gloucs.sch.uk)

## **VISION**

At Newent Community School and Sixth Form Centre, careers education is an essential part in creating well-rounded students, with high aspirations to enable them to make informed decisions about their futures.

We want to not only give students exposure to multiple different careers and industries in their time with us but also help them to understand what it means to work and contribute to an organisation's success. We want to ensure that our students have the skills, knowledge and qualities to manage their career. We have a dedicated team within the school driving our careers programme forward.

## INTRODUCTION

There has never been a time when careers education has been as important for young people as it is today. The landscape of education, training and employment opportunities is more complex and more challenging than ever before. Changes in the labour market, driven by technological development and increasing globalisation, mean there are greater challenges and opportunities for young people entering the labour market. Careers Education, Information, Advice and Guidance (CEAIG) enable our students to progress through learning and into work. All students have to make important choices during their time at school. We have therefore developed a varied careers and work-related programme that will allow our students to understand and develop the qualities, attitudes and skills needed for life and work. This document aims to outline for all stakeholders, staff, parents, carers, students and trustees how we will do this, what students can expect each year, how we plan to enhance our provision, track the performance of our programme against the Gatsby Benchmarks and record the destinations of students.

With this strategy we want to:

- Support young people to be able to learn more about opportunities for education and training outside of school before making crucial choices about their future options.
- To reduce dropout rates from courses and avoid the risk of students becoming NEET (young people Not in Education Employment or Training).
- Empower students to plan and manage their own futures.
- Provide information on all pathways available to students, including technical qualifications and apprenticeships.
- Raise aspirations and enable students to deal with setbacks.
- Promote equality, diversity, social mobility, and challenge stereotypes.
- Enable students to sustain employability and achieve personal and economic wellbeing throughout their lives.
- Ensure that students and their parents have access to a range of support allowing them to learn about the local labour market requirements and future career paths.
- We value the importance of excellent impartial careers advice and work with a variety of external agencies and local post-16 providers to share advice and guidance to support the future of each student. The school has a statutory duty to secure independent careers guidance for all Year 7 to 13 students (The Education Act 2011 / Careers Guidance and Access for Education and Training Providers January 2023)

The aim of the careers programme at Newent Community School and Sixth Form Centre is to develop the knowledge and skills of every student in the following ways:

### Knowledge:

- Identify a broad range of career opportunities and pathways, including technical, vocational, and entrepreneurial options
- Be aware of their personal strengths, skills, and preferences, and understand how these influence their career choices
- Identify reliable sources of labour market information and understand local and national labour market changes
- Understand different recruitment processes and develop the skills to navigate them successfully
- Understand how to prepare effectively for various recruitment and selection processes

### Skills

- Make informed and aspirational career decisions by considering a range of opportunities, personal aspirations, and changing labour market trends
- Proactively explore a wide range of pathways with equity and inclusivity
- Reflect on past learning and experiences and communicate them effectively to potential employers
- Work collaboratively with peers and trusted adults to identify and secure opportunities
- Confidently communicate skills and experiences to potential employers

A range of opportunities are open to our students from Year 7 to 13, to help them develop their knowledge and skills. This includes:

- A broad and balanced curriculum, including vocational and academic qualifications
- PSHE lessons in each Key Stage
- Student leadership roles and responsibilities
- National Careers Week
- Trips and experiences as part of the whole school Enrichment opportunities
- Visits to/from local colleges and universities
- Individual careers appointments in Key Stage 4 and Key Stage 5
- Year 8 Work Shadow Day
- Year 9 Forensics Workshop
- Year 10 work experience week
- Year 11 Mock Interviews
- Year 12 Progression Week (including work experience)
- Year 12 UCAS Discovery Event

All students have access to an impartial Careers Advisor and a range of post-16 providers who inform students of the different pathways available to them. We support students in making well-informed decisions by providing access to differentiated, impartial and independent information and guidance about the range of options (including academic, vocational, apprenticeships) that are most likely to help them to achieve their ambitions. By helping students with decisions at key transition points, informing them of all their options and introducing them to the world of work and a wide range of careers, we aim to prepare them for their future, whichever pathway they choose.

## **STATUTORY REQUIREMENTS AND EXPECTATIONS**

All schools must comply with the statutory requirements for Careers Education. This is detailed in the 'Careers Guidance and Access for Education and Training Providers' document, updated in May 2025.

Newent Community School and Sixth Form Centre is committed to meet all of its statutory obligations for Careers Education.

We will:

- Provide a stable careers programme each year to every year group.
- Deliver up-to-date Labour Market Information to students and parents/carers, including a robust Careers Education PSHE curriculum.
- Promote equality of opportunity, eliminate harassment and discriminatory practices and support students with protected characteristics to access Careers Education.
- Enable students to have multiple interactions with local, regional and national employers throughout their time at school.
- Support students to gain experience in the workplace.
- Ensure that there is the opportunity for a range of education and training providers to access students, to inform them about apprenticeships and technical education qualifications.
- Ensure that students have access to independent careers guidance from Year 7 to Year 13, which is presented in an impartial manner, provides information on the range of education or training options, including apprenticeships and other vocational pathways, and is focused and tailored to the student.
- Give students' access to a 1:1 Careers Guidance Appointment with an independent Careers Advisor before the end of Year 11 and Year 13.
- Give all available FE and training providers' access to students, with a specific Careers Provider Access Statement that is compliant with Provider Access Legislation

## **PARTNERSHIPS AND EXTERNAL LINKS**

Newent Community School and Sixth Form Centre recognises the importance of working in partnership with external education providers, employers, and training organisations to enhance the careers programme and provide students with meaningful encounters and progression opportunities.

The school has established ongoing partnerships with the University of Gloucestershire, Hartpury College, Hartpury University, and Gloucester College. These partnerships support the delivery of careers education through activities such as campus visits, taster sessions, workshops, assemblies, careers fairs, progression events, and access to further and higher education guidance.

Through these collaborative relationships, students are provided with opportunities to explore a wide range of academic and vocational pathways, gain insight into local and regional labour market opportunities, and develop a greater understanding of the skills and qualifications required for future education and employment.

The school continues to strengthen links with external partners to ensure students receive impartial, up-to-date, and aspirational careers information and experiences that support successful progression beyond school.

## **EQUALITY AND DIVERSITY**

Careers Education is provided to all students, and appropriate provision is made to ensure that every student can access the careers curriculum regardless of ability, background, gender, ethnicity, disability, or additional need. The school is committed to promoting equality of opportunity and ensuring that all students are supported to make informed and aspirational choices about their future pathways.

Students are encouraged to consider career pathways that reflect their individual interests, strengths, skills, and ambitions, free from discrimination or stereotyping. The careers programme actively challenges traditional gender, cultural, and social stereotypes through curriculum content, employer encounters, assemblies, workshops, and access to a diverse range of role models and career sectors.

We work to ensure that all students have equal access to careers advice, guidance interviews, work-related learning opportunities, employer encounters, further and higher education information, apprenticeships, and vocational pathways. Additional support and targeted guidance are provided where appropriate for vulnerable students, including students with SEND, disadvantaged students, looked-after children, and those at risk of becoming NEET.

Diversity is celebrated throughout the careers programme by promoting inclusive representation and encouraging respect for different backgrounds, experiences, and aspirations. The school regularly reviews participation and destination data to help ensure equality of access and to identify and address any potential barriers to progression.

## **HOW WILL THE CAREERS PROGRAMME BE EVALUATED?**

Newent Community School and Sixth Form Centre provides a stable Careers Programme for all students. The Careers Programme will be reviewed and evaluated to ensure that students receive the best careers guidance and gain the right outcome for them.

We will evaluate our Careers Programme via:

- Student feedback following careers specific events.
- Future Skills Questionnaires (FSQ) completed to gauge student career readiness and identify any gaps.
- Parent/Carer feedback via Parent Survey.
- Feedback following work experience opportunities in each Key Stage
- Feedback from employers following Mock Interview
- Utilising Compass+ to report on careers activities within the school to ensure that the Gatsby Benchmarks are achieved and identify any gaps.
- Completion of the Compass+ Evaluation 3x each year to ensure the school meets the Gatsby Benchmarks and to identify any improvement required.
- Working with the local Careers Enterprise Company (CEC) representative to benchmark our school against other schools in the region and use best practices to improve our Careers Programme.
- Destinations Data collection and analysis will be carried out
- Engagement with Careers Impact System

The evaluation will be undertaken by the Careers Lead and Careers Coordinator and shared with the Link Trustee for Careers and the Senior Leadership Team.

## THE GATSBY BENCHMARKS

The government's Careers Strategy, published in 2017, and statutory guidance for school leaders and school staff, published 2025, set out the plan for building a high-quality careers system that will help young people to achieve.

The eight Gatsby Benchmarks are based on the best national and international research and define all the elements of an excellent careers programme.

The Gatsby Benchmarks are as follows:

- 1. A stable careers programme:** Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors, employers and other agencies.
- 2. Learning from career and labour market information:** Every student, and their parents (where appropriate), should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information.
- 3. Addressing the needs of each pupil:** Young people have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's or college's careers programme should embed equality and diversity considerations throughout.
- 4. Linking curriculum learning to careers:** All subject staff should link curriculum with careers, even on courses that are not specifically occupation led. E.g. STEM subject staff should highlight the relevance of STEM subjects for a wide range of career paths.
- 5. Encounters with employers and employees:** Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes, and should include students' own part time employment where it exists.
- 6. Experiences of workplaces:** Every student should have first-hand experience of the workplace through work visits, work shadowing or work experience to help their exploration of career opportunities and expand their networks.
- 7. Encounters with further and higher education:** All students should understand the full range of learning opportunities that are available to them. This includes both technical and academic routes and learning in schools, colleges, universities, and in the workplace.
- 8. Personal guidance:** Every student should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level. These should be available for all students whenever significant study or career choices are made. They should be expected for all students but should be timed to meet their individual needs.