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CAREERS PROGRAMME

2025/26





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Vision

Our Vision for careers at Padgate Academy is to provide all of our pupils with a first-class career's education. One which develops their skills for learning, life and employability.

To help us achieve this vision we have put together an extensive careers programme that allows pupils to discover, explore and develop their knowledge and understanding of careers options and choices in KS3 and then move on to experience and apply in KS4.

The programme is designed to fully prepare all pupils for the world after high school. It is reviewed termly to ensure its efficiency and supported by the SLT and board of governors.



Our Careers Programme Aim to:

- Inspire our young people and raise their aspirations.
- Allow pupils to explore careers and activities based around their interests and aspirations.
- Develop understanding of a wide range and variety of career options and possibilities and how this can be achieved.
- Experience a variety of employer encounters, workplace visits and higher education settings alongside enrichment trips and activities.
- Apply their knowledge and understanding of careers to their future pathway, to guide and direct them on their journey after Padgate Academy.

We ensure that our aims are met by linking everything we do to the Gatsby Benchmarks, and the needs of pupils. We ask pupils, staff and employers to rate and review all activities so that they can be evaluated for their effectiveness and impact and adapted accordingly.

How Do We Meet These Aims

CLUSTERS:

We have 13 clusters for students to choose from, covering most common roles available in the world of work. Their employer encounters and careers experiences will be tailored to their specific cluster choice to allow them to develop knowledge of a specific area of interest.

HUB:

Students can access the careers library in the careers section of the school library. The hub resources allow access to information around all further education pathways, including apprenticeships, sixth form colleges, employers and universities.

CURRICULUM:

Careers talks and experiences are embedded into the curriculum across all subjects. All of our subject specialists have worked hard to embed employability skills, career profiles and even subject specific job roles into the whole school curriculum.

EXPERIENCES:

School trips with a focus on future pathways or skills development happen throughout the year. These are accompanied by in school workshops, seminars or experiences that will be relevant to the pupils specific pathway or interests and support development and understanding of future choices.



CAREERS ONE TO ONE

All pupils have careers one to one sessions in years 10 & 11 to help them make informed choices about their futures. This support is also available for those pupils in year 9 who require some support with options choices.

Careers advisors are impartial and independent of the school. They are qualified professionals who come into school to meet with pupils individually and offer advice on all of the options and pathways available post 16 and beyond.

The careers advisor will help complete applications for college or apprenticeships and will offer guidance and information for those pupils who are unsure of their future pathway. They can advise on what is available and meet with parents and pupils when discussing choices.

They have a wide range of knowledge and can often help pupils to gather experience or information on their choices.



YEAR 7 – DISCOVER

Understanding career pathways and options to inspire their future.

AIMS:

Meeting Gatsby benchmarks by:

- Knowledge of the labour market information.
- Employability skills.
- Encounters with employers.
- Making informed careers decisions.

Introducing pupils to a wide variety of new and exciting career opportunities and future pathways to encourage exploration and raise aspirations.

INPUT:

- Careers focus in form time and PD sessions.
- LMI and Aspirations assemblies
- Opportunity to join a Career Cluster focussed upon specific interests and aspirations.
- CAS activities
- STEM activities
- Trips and excursions

PSHE TOPICS:

Self-worth & aspirations.
Living in the wider world.
Finance – saving borrowing & budgeting.
Diversity.

CURRICULUM LINKS:

All subjects will be integrating employability skills into their lessons and promoting subject specific career roles in lessons.

EVIDENCE:

Students will be showing an active interest in working out what their skills are by taking part in things like after school clubs, trips and lunch clubs.

SUPPORT:

At this age, we are not concerned if students are not yet planning their futures. The key outcome is for them to be exploring their skills and interests and developing their awareness of future possibilities. All staff are happy to support conversations and enquiries that help pupils identify their passions.



YEAR 8 – EXPLORE

Raising aspirations and awareness of potential future pathways, skills and qualities in relation to careers.

AIMS:

Meeting Gatsby benchmarks by:

Knowledge of the labour market information.
Employability skills.
Encounters with employers.
Making informed careers decisions.

Pupils to begin to form ideas about their future pathways and research linked careers.

INPUT:

- HS2 Engineering project
- Lego league challenge
- CAS activities
- Careers focus in form time sessions.
- Opportunity to join a Career Cluster focussed upon specific interests and aspirations.
- LMI and aspirations assembly
- Army & Airforce Cadets
- Trips and excursions

PSHE TOPICS:

Emotional wellbeing.
Digital literacy.
Life choices & different types of work.

CURRICULUM:

All subjects will be integrating employability skills into their lessons and promoting subject specific career roles in lessons.

EVIDENCE:

In Year 8, students will be thinking about more than just what a career is, they will be putting this into context with their own interests, strengths and skills. They'll be discovering where their personal strengths could fit within the workplace and how they can access this as a career path in the future. They will begin to build personalised profiles on the START platform.

SUPPORT:

Careers sessions during PSHE time to introduce and explore new ideas and opportunities.
CAS activities.



YEAR 9 – DEVELOP

Making informed choices for GCSE options based on understanding of future pathways, skills, industry requirements and personal interests.

AIMS:

Meeting Gatsby benchmarks by:

Knowledge of the labour market information.
Employability skills.
Encounters with employers.
Making informed careers decisions.

Enabling pupils to make informed choices about GCSE options linked to future aspirations.

INPUT:

- Careers focus in form time sessions once a week.
- LMI and Aspirations assembly
- Opportunity to join a Career Cluster focussed upon specific interests and aspirations.
- Visits to colleges and universities.
- Talks from employers and apprenticeship providers.
- Access to careers fair.
- CAS activities
- School trips and excursions.

PSHE TOPICS:

Online safety & employability.
Conflict resolution.
Building relationships.
Goal setting.

CURRICULUM:

All subjects will be integrating employability skills into their lessons and promoting subject specific career roles in lessons.

EVIDENCE:

Pupils will have information stored in their START locker based on future career interests.
Career cluster pathway linked to GCSE options.

SUPPORT:

Careers sessions in form time linked to GCSE option choices.
Career cluster pathways providing specific experiences and encounters linked to interests and aspirations.



YEAR 10 – EXPERIENCE

Discovering more about the reality of working life and possible roles within industry, whilst beginning to make informed decisions about post 16 options.

AIMS:

Meeting Gatsby benchmarks by:

Knowledge of the labour market information.
Employability skills.
Encounters with employers.
Making informed careers decisions.

Providing opportunities and information to help pupils decide on post 16 destinations.

INPUT:

- Careers focus in form time sessions once a week.
- LMI and Aspirations assembly
- Opportunity to join a Career Cluster focussed upon specific interests and aspirations.
- Visits to post 16 providers
- University visits
- Talks from employers and apprenticeship providers.
- One to one career guidance.
- Work experience

PSHE TOPICS:

Healthy relationships.
Preparation for work.
Exploring influences.

CURRICULUM:

All subjects will be integrating employability skills into their lessons and promoting subject specific career roles in lessons.

EVIDENCE:

Pupils beginning to formulate ideas and research opportunities for post 16 destinations.
Application process begun.
Career guidance report.

SUPPORT:

One to one career guidance.
Support in beginning the application process for post 16 destinations.
Form tutor support in careers sessions and form time.
Teacher/TA attend college visits alongside pupils.
Assistance to find and complete work experience.



YEAR 11 – APPLY

Being successful in post 16 applications that will support long term ambitions and further developing confidence.

AIMS:

Meeting Gatsby benchmarks by:

Knowledge of the labour market information.
Employability skills.
Encounters with employers.
Making informed careers decisions.

Ensuring post 16 destinations.

INPUT:

- Providing up-to-date information on LMI to aid decision-making.
- Practicing employability skills and demonstrating them to a variety of employers.
- LMI and Aspirations assembly
- Exposure to a range of employers both in person and virtually.
- Support with one-to-one career appointments and application processes to secure post-Padgate destinations.
- Visits to post 16 providers.
- Advice from apprenticeship providers.

PSHE TOPICS:

Leadership skills
Future pathways
University system around the world
Discrimination at work and employment rights
Finance: financial risk & security and the future of money - Barclays life skills.

CURRICULUM LINKS:

All subjects will be integrating employability skills into their lessons and promoting subject specific career roles in lessons.

EVIDENCE:

Completed applications for destinations.
Careers appointments & feedback.
START profile & locker
Evaluation forms & pupil voice.

SUPPORT:

One to one career guidance.
Help to complete post 16 applications.
One to one meeting with Career leader.
Opportunities to meet with college support officers.



Get Involved!

Below are a list of useful links and resources.

General Career advice:

<https://padgateacademy.co.uk/college-%26-apprenticeships>

<https://nationalcareers.service.gov.uk>

<https://www.warrington.gov.uk/warrington-life>

<https://www.rsc.org/careers>

<https://www.princes-trust.org.uk/help-for-young-people/who-else/employment/careers-advice>

Local post 16 providers:

<https://www.priestley.ac.uk/>

<https://wvr.ac.uk/>

<https://www.reaseheath.ac.uk/>

<https://www.birchwoodhigh.org/our-college/>

<https://www.cronton.ac.uk/>

<https://www.carmel.ac.uk/>

Apprenticeships:

<https://www.warrington.gov.uk/apprenticeships-and-traineeships>

<https://wvr.ac.uk/study/apprenticeships>

<https://careerfinder.ucas.com/jobs/apprenticeship/warrington/>

<https://www.nltg.co.uk/apprenticeships-in-warrington/>

<https://careers.sellafielddsite.co.uk/graduates-placements/apprentices/risley-apprenticeships/>

Support:

<https://www.warrington.gov.uk/journey-first>



The eight Gatsby benchmarks

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