

Ipsley C of E Middle School

SCHOOL CAREERS STRATEGY AND ACTION PLAN

**SEPTEMBER 2025
to
AUGUST 2026**

Our Vision

As Team Ipsley, we strive to create a community where we can all flourish, following God's example by loving each other as He loves us. Together, we become the best versions of ourselves by being **ambitious, courageous** and **kind**, creating a **community** which can achieve anything we set our minds to.

Our school's vision is rooted in the Bible verse John 10.10 and our shared commitment to serve our community and enable every child to flourish and 'live life in all its fullness'.

**Ipsley C of E Middle
School is an active
member of the
Worcestershire Careers
Hub and supports the
development of
Worcestershire's Future
Workforce through the
Worcestershire
Enterprise Adviser
Network**



Ipsley C of E Middle School CAREERS STRATEGY

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INTRODUCTION

Ipsley C of E Middle School aims to facilitate the holistic development of all its pupils; this includes preparation of our pupils for the next stages of their education and for the world of work. We wish to support all pupils to aspirational and to meet their full potential in absolutely everything that they do.

We believe that careers education, careers awareness and careers guidance are key and critical elements of our school curriculum for each pupil no matter what their background. We aim to provide continuous and aspirational links to careers through well planned, relevant and engaging programmes of study and lessons, external visitors to school, out of school visits, careers drop down days, assemblies, displays and the organisation of a school careers fair in the summer term.

A continuous focus upon employability skills is woven throughout every school year developing our pupils for the world of work. Focus upon our school values of love, compassion and courage also help to prepare our pupils for their futures in employment.

The main body of our careers' education is delivered through PSHE lessons in both Key Stage 2 and Key Stage 3; these lessons occur in the spring term. All teaching staff, however, have a key part to play in the delivery of our careers' education. Wherever possible, teachers are asked to link curriculum lessons to the world of work therefore making learning even more relevant to our pupils. Our school embraces National Careers and Apprentices Weeks in March when assemblies on careers are held, and tutorials are devoted to broadening the pupil's awareness of the varied, exciting, and aspirational opportunities for them in the world of work. Learning is enhanced by visitors from outside of school such as Seven Trent Water and pupils participate in STEM related activities. Pupils are kept up to date with key labour market information through lessons and assemblies.

Careers guidance has never been as important for young people as it is today. Our pupils will possibly be embarking upon a career pathway which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances might result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage these choices, changes and transitions ahead of them.

We believe therefore, that all pupils will be equipped to access the necessary information to help them make informed decisions about their futures. Our careers education curriculum is therefore supported by our overall careers programme; these are in line with the most recent careers guidance strategy (July 2021) and the recently updated Gatsby Benchmark Guidance for schools (Sept 2025) Careers Education at Ipsley Academy is not just a stand-alone strand; it is thoroughly

integrated into every area of the school and woven into the school curriculum as referred to above.

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Purpose and aims

Ipsley C of E Middle School is fully committed to ensuring that all our pupils acquire the skills, knowledge, attributes and attitudes to manage their learning and career progression.

Ipsley C of E Middle School has already established a range of effective careers guidance activities which we hope will guide support our pupils to achieve positive destinations such as GCSEs, Btecs, A' levels, T Levels, Higher Education, Further Education, Apprenticeships, Technical Routes, or employment.

This careers strategy sets out Ipsley C of E Middle School's key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our pupils. The aim is to ensure that pupils are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's careers strategy (July 2021) and the recently updated Gatsby Benchmarks (Sept 2025). These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activity will therefore take place across Years 5, 6, 7 and 8; Years 7 and 8 will be as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy, Ipsley C of E Middle School is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Mrs S Jilks has agreed to undertake this role.

Mrs S Jilks will provide both the principal and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

Mrs S Jilks (Careers lead)

Mrs L Field (SLT member with responsibility for pupil development)

Mrs Sandra Howells – Careers and Enterprise Coordinator

Mr M Nash - Enterprise Advisor (please see below)

Our Enterprise Adviser

Through the Worcestershire LEPs Enterprise Adviser Network, Ipsley C of E Middle School is delighted to have been assigned our own designated enterprise adviser.

Mrs Sandra Howells will be supporting our careers team to assist us to facilitate careers related activities which will help us achieve Gatsby Benchmarks 5 and 6.

May we introduce our assigned Enterprise Adviser



- Mr Mark Nash
- Nash Business Systems Ltd
- Managing Director
- **Former Ipsley pupil**

Current position at Ipsley C of E Middle School

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year 5

- Careers Lessons within PSHE lessons
- Careers Week assembly
- Careers week tutorials
- Careers Drop Down Days
- Year group Careers displays
- External visitors / speakers
- School Councillor Opportunities

Year 6

- Careers Lessons within PSHE lessons
- Careers Week assembly
- Careers week tutorials
- Careers Drop Down Days
- STEM workshop
- External visitors / speakers
- School Councillor opportunities
- Engagement with Primary Futures through PiXL

Year 7

- Careers Lessons within the PSHE programme
- Careers Week assembly
- Careers week tutorials
- Leadership Diploma
- School councillor opportunities
- Entry to careers fairs
- External visitors / speakers

Year 8

- Careers Lessons within PSHE Lessons
- Careers Week assembly
- Careers week tutorials
- School councillor opportunity
- Entry to careers fairs
- Trip to Worcestershire Skills Show
- Trip to the Big Bang Show
- Careers Drop Down Day
- External Visitors into school e.g., Seven Trent Water Supply Company

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- Student leader applications
- Student Leader Interviews
- School Councillor opportunities

Teaching staff contribute to the delivery of careers guidance through:

- The delivery of PSHE lessons
- The delivery of tutorials on careers for example in Careers Weeks
- Relating their lessons to careers when appropriate.
- Organising employer visits to enhance lessons e.g. Severn Trent into Year 8 science lessons.
- Careers displays around the school.
- School visits: we aim to forge links with careers within as many visits as possible.
- Providing contacts for in school careers fairs.

Local Employers contribute to the delivery of careers guidance through:

- workplace visits
- assemblies
- careers fairs
- careers drop down days
- workshops e.g. STEM workshops

Parents contribute to the delivery of careers guidance through:

- volunteering to help at our careers' fair.
- Volunteering to talk to groups of pupils about their careers / jobs

Partnership Arrangements and Employer Contacts

Ipsley C of E Middle School has strong links with:

- Worcestershire Careers Hub.
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community
- Alumni and Parents

Objectives for 2025 to 2026

1. To ensure that pupils fully understand and consider the different routes available at post-16 and post-18, particularly apprenticeship and other vocational routes.
2. To ensure our careers work is fully aligned to – and complements - the school's personal development and wellbeing agenda, so that students receive all-round support.
3. To further raise the profile of careers across the whole school.
4. To ensure that school has a concise plan of engagement in Careers Guidance for all students to ensure that they work hard and strive to be the best they can be.
5. To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018.
6. To gain the 'Quality in Careers Standard' accreditation, the nationally recognised award for Careers Guidance in English Secondary Schools.
7. To provide effective and impartial information, advice and guidance to prepare students for life in the wider world, making them aware of roles and responsibilities.
8. To raise aspirations by ensuring all students have knowledge of routes into further education, higher education and apprenticeships (of all levels).
9. To ensure every student is offered careers personal guidance to meet their needs at the different stages through their school journey. This will reflect the school's equality and diversity policy to ensure that every student is treated fairly.
10. To ensure students are introduced to the concept of stereotypical thinking and the challenges it brings and can discuss its impact on career decisions and choices.
11. To engage with local employers and training providers in order to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
12. To make available Labour Market Information and Intelligence to ensure students (and parents / carers) are aware of local and national opportunities as well as trends, to ensure they are informed to make the best decisions.
14. To ensure all staff at the school have an awareness of linking curriculum learning to careers and are able to demonstrate the relevance of subjects to students when considering a future career. Particularly relevant is that STEM subject staff should highlight the increasing need for STEM subjects to access a wide range of future career paths, making sure the information does not stereotype in any way.
15. To ensure all students are aware that the attainment of English and Maths GCSEs are crucial elements of any future study programme they may undertake and an expectation from all employers.
16. To ensure that all pupils are aware of the importance of attainment in IT / computing for the current climate.
17. To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.
18. To actively track the progress of all pupils to ensure that they access all careers information, advice and guidance to enable them to make the relevant decisions to their career goals. We will use Compass Plus to track pupils.
19. To actively track the progress of Pupil Premium and students from disadvantaged backgrounds to ensure that they access all of the careers information, advice and

guidance to enable them to make the relevant decisions to their career goals. We will use Compass Plus to track

20. To tailor information, advice and guidance as necessary to meet the needs of any vulnerable students and offer appropriate alternatives as deemed necessary.

Gatsby Benchmarks

In line with the Department for Education's careers strategy, Ipsley C of E Middle School aims to fulfil the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

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

1. A Stable Careers Programme

- Ipsley offers a stable, structured careers programme that has the explicit backing of governors, the principal and the senior management team.
- Ipsley has identified an appropriately trained careers leader (Mrs S Jilks) responsible for it.
- The careers programme is tailored to the needs of pupils, sequenced appropriately, underpinned by learning outcomes and linked to the whole-school development plan.
- Parents, carers pupils and employers will be informed about the careers programme through the school website; the programme will be published on the school website.
- The programme will be regularly evaluated using feedback from pupils, parents and carers, teachers and other staff who support pupils, careers advisers and employers to increase its impact.

2. Learning from Career and Labour Market Information

- During each Key Stage, all pupils will access and use information about careers, pathways and the labour market to inform their own decisions on study options or next steps.
- Parents and carers should be encouraged and supported to access and use information about careers, pathways and the labour market to inform their support for pupils in their care.

3. Addressing the Needs of the Pupil

- Ipsley's careers programme will actively seek to challenge misconceptions and stereotypical thinking, showcase a diverse range of role models and raise aspirations.
- Ipsley will keep systematic records of the participation of pupils in all aspects of their careers programme, including the individual advice given to each pupil, and any subsequent agreed decisions.
- For pupils who change schools during the secondary phase, information about participation and the advice given previously should be integrated into a pupil's records, where this information is made available. Records should begin to be kept from the first point of contact or from the point of transition.
- All pupils should have access to these records and use them ahead of any key transition points to support their next steps and career development.
- Schools should collect, maintain and use accurate data for each pupil on their aspirations, intended and immediate education, and training or employment destinations to inform personalised support.
- Ipsley should use sustained and longer term destination data as part of their evaluation process and use alumni to support their careers programme.

4. Linking Curriculum Learning to Careers

- Every year, in every subject, every pupil should have opportunities to learn how the knowledge and skills developed in that subject helps people to gain entry to, and be more effective workers within, a wide range of careers.
- Careers should form part of the school's ongoing staff development programme for teachers and all staff who support pupils.

5. Encounters with Employers and Employees

- Every year, from the age of 11, pupils should participate in at least one meaningful encounter with an employer. This can be through a range of enrichment opportunities, including visiting speakers. (Year 8 Careers Drop Down Day)

6. Experiences of the Workplace

- By the age of 16, every pupil should have had meaningful experiences of workplaces. NB This is usually done at high school.
- By the age of 18, every pupil should have had at least one further meaningful experience.

7. Encounters with Further and Higher Education

- All pupils will understand the full range of learning opportunities that are available to them, including academic, technical and vocational routes. This should incorporate learning in schools, colleges, independent training providers (ITPs), universities and in the workplace.

8. Personal Guidance

- Every pupil should have opportunities for guidance meetings with a careers adviser, who could be internal (a member of school staff) or external, provided

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they are trained to an appropriate level. These meetings should be available for all pupils whenever significant study or career choices are being made. They should be expected for all pupils but should be scheduled to meet their individual needs.

- The careers leader should work closely with the careers adviser, SEND coordinator (SENDCO) and other key staff to ensure personal guidance is effective and embedded in the careers programme

Promotion of Careers related activities

Ipsley C of E Middle School will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the school's website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL careers hub member schools.


This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company (and demonstrate that the activity taking place within our school) meets the requirements set out within the Department of Education's Careers strategy.


Action plan review 2024 /25

Autumn Term 2024				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
5	To update existing careers provision through PSHE lessons.	Autumn Term	1 and 4	
6	To update existing careers provision through PSHE lessons.	Autumn Term	1	
7	To update existing careers provision through PSHE lessons	Autumn Term	1	
8	To update existing careers provision through PSHE lessons	Autumn Term	1	
8	To plan a Careers', Drop Down Day for Year 8 ready for the spring Term	Autumn Term	5	
7 and 8	To plan STEM activities for KS3 pupils	Autumn Term	4	

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5,6,7 and 8	Teachers to link subject learning to careers whenever possible and evidence to be collected	Ongoing	4	
8	To book places for the Skills Show in March	Autumn Term	2,5,6,7and 8	

Spring Term 2025				
Year Group	Activity Description	Date	Covering Benchmark	 RAG Status
7 and 8	To prepare for a Careers Fair in the Summer Term; invitations to careers providers.	March 2025	5,7 and 8	
5 and 6	Delivery of programme of lessons within PSHE on careers	Spring Term	1	
7 and 8	Delivery of programme of lessons within PSHE on careers	Spring Term	1	
6, 7 and 8	Provision of Stem activities / workshops	Spring Term	2,3,4,and 5	

Summer Term 2025				
Year Group	Activity Description	Date	Covering Benchmark	 RAG Status
7 and 8	Continuation of linking curriculum lessons to Careers when ever possible.	Summer Term	2 and 5	

Careers Programme and Provider Access Policy

Introduction

This policy statement sets out the arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Ipsley C of E Middle School is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer from **Years 5 to 8**. For some pupils, a more personalised offer will be in place. Our focus links directly to the requirements of the '*Gatsby Good Career Guidance*' report (2014) which became the basis for the statutory '*Career's guidance and access for education and training providers*' (2018).

Pupil entitlement

The statutory guidance is relevant to 'all pupils in Years 7-13' and we will also consider young people's developmental ages when preparing appropriate careers activities at **Ipsley C of E Middle School** ensuring that our pupils receive a careers programme which offers them opportunities to:

- find out about technical education qualifications and apprenticeship opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships.
- understand how to make applications for the full range of academic and technical courses.

School's Careers Leader

Parents, teachers and employers may gain further information about our careers programme by contacting:

Mrs S Jilks – Year 8 Leader

CAREERS LEAD

CAREERS LEAD TEL NO, 01527 525725 (please ask for Mrs Jilks)

For the attention of S Jilks

Measuring and Assessment of the impact of the careers programme on pupils.

Evaluation of our careers programme is designed to enable us to examine what we do, consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

Application for Provider Access

Introduction

This document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Pupil entitlement

All pupils in years 7-13 are entitled:

- ☐ to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- ☐ to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- ☐ to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests

Procedure

A provider wishing to request access should contact Mrs S Jilks

Telephone: 01527 525725

Email: for the attention of S Jilks email office@ipsleymiddleschool

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

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Please speak to our Careers Leader/Advisor Mrs S Jilks to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader/Advisor or a member of their team.

All requests will be given due consideration by **Ipsley C of E Middle School** and Senior Leadership link and requests will be refused if:

- They impinge on pupils' preparation for public or internal exams
- They clash with other school events such as visits, other speakers, well-being days, school photographs, sports days, public or internal exams, parents' communication events etc.
- The school is unable to provide staff to support the presentation or talk due to previous commitments
- Rooming for the talk or event is unable to be found due to timetabling clashes

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

Feedback

Ipsley C of E Middle School welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers lead directly.

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education
Skills For Worcestershire	http://www.skills4worcestershire.co.uk/
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
Worcestershire Local Enterprise Partnership	http://www.wlep.co.uk/
Worcestershire Apprenticeships	http://worcsapprenticeships.org.uk/
HOW College	http://www.howcollege.ac.uk/
Warwickshire College Group	https://wcg.ac.uk/page/1/home
Worcester University	https://www.worcester.ac.uk/