A stable Careers Programme : 100	Done	In progress	Not done	Detail
Has a trained Careers Leader				Careers Coordinator completed Level 6 Career Diploma Jan 2026
A Careers Programme that is tailored to the needs of all disadvantaged young people?				Work closely with PSA's to ensure career offering is relevant and available to ALL students and adapted to capture all needs and situations. Supported Internships rolled out for EHCP students. SEND Parent/Guardian Drop in Sessions being rolled out in Term 4 but all parents are encouraged to book a 1-2-1 with careers adviser if needed. Career Surgery with Alumni with ASD and ADHD focus to inspire and reassure students. Work closely with Inclusions team and all students sent to Mrs Williams for 1-2-1's. Prioritise all DA students for Post 16 & 18 pathways in Y11 and 13 for 1-2-1's. Events planned and developed to ensure all students can attend. Resources added daily to Teams and Facebook group for ALL students to access. SEND page on website and linked to from newsletters etc
Is underpinned by learning outcomes and sequenced appropriately for your cohort of young people?				Career provision is driven by what we want the young people to know, understand, or be able to do by the end, rather than just by the activities themselves. This is driven by Career strategy, school values and expectations. This is fed from the student audit, students' needs and benchmarks into the career provision and journey they follow through school and the wider enrichment and curriculum programme. Each activity has a goal which is aligned to student needs and benchmarks ; **Has a purpose mapped to a learning goal** which is the school strategy and students voice; Reflective as they give opportunities for students to reflect on what they have learned through feedback; **Sequenced appropriately for your cohort of young people** - The career pathway is adapted to support the student journey though the school. It follows logical progression by starting off with basic skills then becomes more specialised as they progress. This is done through many ways such as Unifrog which help deliver logical manner. **It is age appropriate**. It becomes more detailed and complex as knowledge increases. **Tailored to context** - It takes into account the specific needs, background, and challenges of the young people, including disadvantaged students or those with SEND.
Is linked to the whole school development programme?				Careers is embedded in the whole school strategy and supported by the whole school enrichment and development programme - which is supported further by trips / clubs / PSHE etc. The careers programme also links into PSHE programme



Is written down				An overview of the programme can be viewed on website and in Teams - every student, parent and member of staff can access this. A more detailed version is available to all staff on the Carer Teams page - this shows the link from student feedback to programme. This is also linked to in all newsletter
Is approved by the board of governors				Previous Governor Mrs L Bourne and Head have approved Programme and Strategy
Has the explicit backing of senior leadership				Approved by SLT along with the Careers Strategy
Has resources allocated to it				Resources are available on the website, Teams page, Newsletter, Bulletins, 6th Form common Room, events and via Uniform. Also now have crib sheets for every year and a Career Progression Hub in F3
Has systematic monitoring in place				Most activities are tracked and marked on tracker. Feedback is carried out on most activities and fed back into the programme and strategy Students feedback is collected in Term 2 and feeds into the programme Goal is to get a to a place where this is all logged on Unifrog
Has both strategic and operational elements				Strategic elements ensure it aligns with the RMGS Career Strategy and therefore the GB's. In addition the operational elements involve ensuring this is delivered across the school in departments, trips, PSHE and careers. This is also reflected on the curriculum maps and Crib sheets
Has the programme been communicated in different ways beyond website?				Via : Teams / weekly newsletter / social media / website / Facebook group / Form Tutors
Is on the school's website with information aimed specifically at: Students				Yes information is on there for students including links to resources, latest opportunities and lots of resources

Is on the school's website with information aimed specifically at: Teachers				Yes information is on there for teachers including links to resources
Is on the school's website with information aimed specifically at: Employers				Yes information is on there for employers including links to resources, latest opportunities and lots of resources as well as feedback options. Also an Alumni section on the website
Is on the school's website with information aimed specifically at: Parents/Carers				Yes information is on there for parents including links to resources, latest opportunities and lots of resources as well as feedback options
Is evaluated for effectiveness at least every 3 years				Evaluated once a year via the student audits carried out. Rolling out Staff Audit Term 5
				It is also evaluated via Compass+ evaluations 3 times a year
				This audit then feeds into the programme for the next year
Is evaluated using systematic feedback from: Students				Yes via audit for all years. Feedback is then used to shape the programme for the next year. FSQ rolled out for first time in 2026 for Year 7. Year 10, 11 and 12 November 2026
Is evaluated using systematic feedback from: Teachers				Once a year via audit plus weekly dialogue and meetings
Is evaluated using systematic feedback from: Employers				Employers are provided with the option to feedback and this is also available on the website
Is evaluated using systematic feedback from: Parents/Carers				Parents/carers are provided with the option to feedback and this is also available on the website
Has an identified lead individual with strategic responsibility for overseeing the programme				VT is Careers and enrichment lead to ensure this is all linked up and consistent

Benchmark 2 : Learning from career and labour market information : 100	Status			Detail
Ensures the majority of students have used up-to-date career & labour market information to help inform study/career decisions.				LMI included in PSHE lessons / information sent to ALL staff via weekly Bulletin to share with students / Resources available on website for use in Form Time / Resources available on website / Information shared during Careers Week / Shared via Teams pages / LMI used in every Career 1-2-1 meeting via Career Pilot and CEC / PSHE learning pathway during career specific sections / LMI included in all year group crib packs
2.1 What proportion of pupils have access to information about careers, pathways and the LMI to help inform their decisions on study options and or next steps?				All students have access to the LMI info via website / Teams pages / newsletter / Form Time / social media / 1-2-1's / PSHE / Crib packs
2.2 How confident are you that your pupils use this information to inform decision on their study options and next steps?				Students who have a 1-2-1 career guidance session use it. The dedicated PSHE and Form Time sessions cover this too. A dedicated lesson starter each term helps reinforce this
The information is good quality, relevant and up to date. Pupils are informed of different opportunities including technical and vocational pathways. The information is tailored to meet SEND needs.				This is updated regularly with new updates and trends and communicated via internal and external communication channels including website / Teams / Social Media
what proportion of staff have access to information about pathways, study options and LMI				All staff have access via website / Bulletin / newsletter and Teams pages
Encourages parents and carers to use career path and labour market information to aid the support given to their children.				Information on LMI on website, weekly bulletin and in Newsletter with links to useful resources for all to use

Benchmark 3 : Addressing the needs of each pupil : 100	Status			Detail
Provides a careers programme that: Raises aspirations of all students				Career Programme is embedded in ARCH values - one of which is Aspirations. The provision aims to meet and exceed student aspirations and offers a range of opportunities for all students across all years - fed from the student, parent, teacher and business audits. The diversity of the programme meets and exceeds students aspirations as it represents a diverse range of career support and resources. Examples of events include: Assemblies; Inspirational learning day; WEX; Year 8 take your child to work; Apprenticeship sessions; After School Talks; PSHE; 1-2-1's; PAL events; Career Fair etc. We also support all career options from Apprenticeships / gap years and Universities and college. We use Alumni for events who all help raise aspirations especially for those who are struggling or face challenges.
Provides a careers programme that: Challenges stereotypical thinking (In terms of gender etc.) and showcases a diverse range of role models				Career fairs, business talks, Trips, Career Surgeries and PSHE & subject lessons that challenge the stereotypical job roles including: The Army, Police, Fire Safety, Nurses, Midwifery, Accounting, Creative Arts etc. The MedSoc talks all challenge stereotypes. Career surgery with WISE Phinia. WISE events with local businesses. Use Alumni to come back in and prove that stereotypes can be challenged and overcome - for example women in engineering / creative industries / unconventional pathways into medicine / females into becoming barristers. Army in to talk about diversity and range of roles
Keeps systematic records on each pupils' experiences of career and enterprise activity				Feedback collected for most events via Forms and fed into programme for the next year for wider Career Prgramme. Students encouraged to record all Career experiences and enterprises in Unifrog. Careers Lead also updates Unifrog. In time this may also be recorded in Arbor for Career events too
Uses Alumni to support career programme				We have a strong relationship with some RMGS Alumni and they help with talks and events across the year. We also send an Alumni newsletter twice a year and have launched an Alumni Facebook Group. Most of our Career Surgeries, Post 18 Business Talks and Career Fair Talks are run by Alumni.
Enables pupils to access accurate record about their careers and enterprise experiences				Unifrog is used within the school by students. Career 1-2-1 Guidance meeting summaries recorded in Unifrog. Teachers encouraged to remind students to log all their activity onto Unifrog. All career opportunities are communicated to students via Teams, Newsletter and via Form Tutors. All students get action plans following career guidance session and resources sent to them. Encouraged to use Unifrog for recording and tracking careers activities

Students are supported in using these records to make education and career choices at ley transition points?				All students have access to unifrog and encouraged to log all of their activity etc in there which can then be used to support pathway choices in year 11 and 13. This is supported through various career events, trips, talks, PSHE and Career 1-2-1 meetings
Systematically track individual advice given to each pupil including agree actions?				Advice is logged in 1-2-1 meetings and sent to the students and then logged in Unifrog.
Use data collected on pupils aspirations or destinations to personalise the support given to pupils?				Every students 1-2-1 Career Guidance session is tailored to their individual aspirations, skills and interests. Aspirations and destinations tracked via the whole school audit. Then it is tracked for years 7 via the FSQ. Years 8,9,10 and 12 via 1-2-1's and FT meetings. Then Year 11 & 13 via SLT Interviews, Microsoft form questionnaire, FT meetings and Career 1-2-1 meetings. This is then fed as much as possible into 1-2-1 meetings and provision. Good example is a year 13 had fed into destination data that wanted to go to ESO so I hooked her up with City Way for job while study. Another example is a year 13 wanted to be chef so I hooked him up with Cooling castle for job while applied for apprenticeships.
Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school				Unifrog Post 16 and Post 18 intentions used for Year 10 and Year 12. Student destination Forms are sent to students in September and again in March. Year 13 and Year 11 trackers are in place to record destinations - this is updated by career 1-2-1 meetings, HOY and FT's. This is all in place to help establish and reduce the number of NEETS each year. This is again recorded on Results Day, via UCAS applications and via open dialogues with students/parents post school. All former students are invited to Alumni community. All students are contacted for 3 years after Year 13 for updates. This also forms our guest speaker / case history database for School Career Resources. Summary of destinations is also added to website. Destinations captured from September via tracker / Jan via Unifrog and then SLT interviews and designation tracker in May and again in August. Alumni often come back in for supporting career provision
Shares above mentioned data with the local authority				This is submitted to Medway Council in September for Post 16 team
Works pro-actively with the local authority and careers advisers to provide careers guidance to vulnerable pupils and special educational needs and disability (SEND) students.				Bespoke 1-2-1's are available with Careers Adviser and supported with SEND student Mentor is required. The Careers Programme is relevant and flexible to be adapted to all SEND students. Invite any NEET back in post 16 and post 18

Benchmark 4 : Linking curriculum learning to careers : 100	Status			Link	Detail
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: English lessons					Yes. Careers features in the English lesson curriculum plans. Trips feature a career link. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. Career surgeries also feature journalism and author. Job of the week and subject of the week highlights links to careers. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: Math's lessons					Yes. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. Career Surgeries also feature accounting and wealth management. Job of the week and subject of the week highlights links to careers. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: Science lessons					YES. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. MedSoc run every week for 6th formers along with talks from industry experts. ADA Lovelace Visit for Science. Job of the week and subject of the week highlights links to careers. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: PSHE lessons					Careers is a fixed lesson within the PSHE programme through DH and team for every year
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: Humanities				https://www.rainhammark.com/page/?title=Curriculum&pid=177	Yes. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. Career Talks from Alumni History students who went on to fulfil a career in Kent archives. . Carer Fair featured links to careers in Humanities. Job of the week and subject of the week highlights links to careers. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: MFL					Yes. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. Job of the week and subject of the week highlights links to careers. Talks from industry experts in Career Surgeries including language teacher; Interpreter and engineering overseas. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: IT/Business					Yes. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. Job of the week and subject of the week highlights links to careers. Talks from industry experts in Career Surgeries including Civil service, BAE, Wealth management, Built to Lead etc. Inspirational Learning event is about developing a business with NatWest. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack. Alumni come back in to talk during 6th Form Business Lessons
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: Creative Arts					Yes. Careers features in the lesson curriculum plans. Trips linked into Careers. Department has Resources and videos to enhance Career Provision. Linked heavily to Careers Week in November. UCA provide talks to 6th form lessons on portfolios / architecture and product design. Job of the week and subject of the week highlights links to careers. Talks from industry experts in Career Surgeries including UCA, SkyUp, BBC come in to provide talks to students and at career fair. Subject Links to Careers included in 1-2-1 career meetings and every Year Career Crib pack.
Staff who support pupils have careers embedded into their CPD programmes					First CPD session in April 2026 on Unifrog. More locked in for next year

Benchmark 5 : Encounters with employers and employees : 100	Status			Year Group	Detail
Have at least one meaningful encounter with an employer every year they are at your school. Ensuring encounters have : clear purpose shared by employer and pupil; underpinned by learning outcomes that are appropriate to needs of young people; involve 2 way interactions; followed by time for young person to reflect on what insights, knowledge and skills they have gained.				Year 7:	After School Business Careers Surgery Talks available for every student. KS 3 Career Fair in January for students and parents/carers - year 9 & 11 during day and ALL years after school. Career week in November. Trips and visits take place during Year 7. Take your child to work in July 2027
				Year 8:	After School Business Careers Surgery Talks available for every student. KS 3 Career Fair in January for students and parents/carers - year 9 & 11 during day and ALL years after school. Career week in November too. Trips throughout the year. Take your child to work day in July as part of ARCH week in July
				Year 9:	After School Business Careers Surgery Talks available for every student. KS 3 Career Fair in January for students and parents/carers. Career week in November. Trips throughout the year. Take your child to work in July 2027
				Year 10:	After School Business Careers Surgery Talks available for every student. KS 3 Career Fair in January for students and parents/carers - year 9 & 11 during day and ALL years after school. Career week in November. 5 day WEX in term 4. Trips throughout the year.
				Year 11:	After School Business Careers Surgery Talks available for every student. Career Fair in January for Y9 and Y11 students during day and parents/carers after school. Career week in November. Trips throughout the year.
				Year 12:	After School Business Careers Surgery Talks available for every student. KS 3 Career Fair in January for students and parents/carers - year 9 & 11 during day and ALL years after school. Career week in November. 5 day WEX in term 4. CXK Career pathways assembly in November. Post 18 Day with sessions from selection of external businesses. MedSoc talks. UCAS exhibition in June 2026. Apprenticeship event in March 26. Trip throughout the year. Mock Interviews
				Year 13:	After School Business Careers Surgery Talks available for every student. Career Fair in January for Y9 & 11 but Y 13 can also attend. Career week in November. Clifford Chance Visit. UCAS event is optional as well as Apprenticeship fair. Trips throughout year. 3 additional days for WEX.
Is Pupil encounter with employer tracked. How many encounters will pupils have in each year group?					Trips will logged on Arbor by trip lead. Logged onto Unifrog by student. Assemblies / career fairs / Talks etc. will all start to be logged on Unifrog or Arbor by event lead/student. At least one encounter per year

Benchmark 6 : Experiences of workplaces : 100	Status			Detail
Have had a meaningful experience of a workplace by the end of year 11				Work Experience for all Year 10 students for 5 days in Term 3. Take your child to work day in year 7, 8 & 9 in July 2027. Trips for every year group.
Have obtained a meaningful experience of a workplace during years 12 and 13				Work Experience for all Y10 & Y12 in Term 3 & 4 and Year 12's in Term 3. Year 12 and 13 also get an additional 3 days WEX to use at any point. Clifford chance office visit. Also most 6th Formers do additional WEX in holidays or take up the opportunities shared to them for WEX.
What proportion of pupils have at least one meaningful experience of a workplace during Key Stage 3?				Year 7, 8 & 9 involved in a "Take your child to work" day in July. Most students by year 9 have been on a trip.
What proportion of pupils have at least one meaningful experience of a workplace during Key Stage 4?				All of Year 10 will have done WEX for 5 days. In addition trips for each school year.
What proportion of Year 12 & Year 13 pupils have at least one meaningful experience of a workplace?				All of Year 12 will have done WEX. Some will have visited Clifford Chance and Trips too. Year 12 and 13 get 3 additional days WEX to take too
Which of the following are true? In alignment with Governments vision for all students to complete two full weeks of WEX by the end of Key Stage 4				We are working towards this by introducing "Take your child to work" day and including Careers focus in some of the trips.

Benchmark 7 : Encounters with further & Higher Education : 100	Status			Detail
KS4 : Have had meaningful encounters with sixth form colleges				Meaningful meaning they have all had encounters that are both year wide focused and specific to their needs. All years have a Career Assembly talking about all Post 16 options. Whole school Career Fair with Mid Kent College. College Open Days shared with all students via newsletter, website and Teams pages. Career Surgeries open to all school years with college providers. Mid Kent College held session with Y9 where questions could be asked.
KS4 : Have been provided with information about the full range of apprenticeships, including higher level apprenticeship				Assembly from Careers Adviser, Unifrog, 1-2-1's, Career Surgeries, resources on website, Private FB Careers Group, Career Fair, Careers Week, newsletter and on Teams. Reinforced by displays, teachers and Form Tutors. Assemblies by Mid Kent and APP training providers. Maidstone Apprenticeship Fair in March. Yearly specific Career Resources pack sent to every student and parent.
KS4 : Have had meaningful encounters with general further education colleges				Assembly from Career Advisor re career pathways. Year 9 & 11 Career Fair with Mid Kent College. College Open Days shared with all students via newsletter, website and Teams pages. Y9 Mid Kent session. Yearly specific Career Resources pack sent to every student and parent.
KS4 : Have had meaningful encounters with independent training providers				Year 10 Assembly from Career Adviser re career pathways. Year 9 & 11 Career Fair with Mid Kent College and KEITs. Independent providers opportunities shared with all students via newsletter, website and Teams pages. Career Week in November. Also have Career Surgeries with training providers including BAE, Phinia and Mid Kent
KS4 : Have had meaningful encounters with Higher Education Providers				Assemblies from Career Adviser re career pathways. Year 9 & 11 Career Fair. All further Ed opportunities shared with all students via newsletter, website and Teams pages. Students all encouraged to visit other providers

KS4 : Have had at least two meaningful visits to universities to meet staff and students				Encouraged to visit all university options prior to applications. This is coordinated by Head of Y12 Joe Twizell. Visit Oxbridge. University Fair in March.
Have had at least two meaningful encounters with providers of apprenticeships and technical education during KS3 phase that meet the requirements of PAL				PAL Live is recorded and shown to years (PAL LIVE does not fit with timetable). Whole school Career fair with Apprenticeship Provider and Technical College that all students attend and engage with. Career Week with information on Apprenticeship providers. Career Surgeries open to all school years with apprenticeship and college providers. Assemblies with Greenwich University and MidKent College. Mid Kent Apprenticeship session in Year 9. National Apprenticeship week where webinars from providers are shared during Form Time
Have had at least two meaningful encounters with providers of apprenticeships and technical education during KS4 phase that meet the requirements of PAL				PAL Live is recorded and shown to years (PAL LIVE does not fit with timetable). Career fair with Apprenticeship and North Kent College provider. Career Week with resources on Apprenticeships. College Open Days shared with all students via newsletter, website and Teams pages. Career Surgeries open to all school years with apprenticeship and college providers. CXK assembly Y10. National Apprenticeship week where webinars from providers are shared during Form Time
Have had at least two meaningful encounters with providers of apprenticeships and technical education during KS5 phase that meet the requirements of PAL				CXK assembly for Year 12 in November. PAL Live recording. Career Fair in Term 3. Career week in November. Post 18 Day with IPS Apprenticeship Provider and Kent Uni in Term 6. Career Surgery Talks throughout year. Additional assemblies booked with Apprenticeship Providers. Apprenticeship Fair in March. Uni and Apprenticeship event in March. Apprenticeships Explained: Live with the Department for Education (SEAAN) Webinar - Thinking about apprenticeships but not sure where to start? National Apprenticeship week where webinars from providers are shared during Form Time
Have attended at least two meaningful encounters with providers of apprenticeships and technical education during KS5 phase that meet the requirements of PAL				CXK assembly for Year 12 in November. Career Fair in Term 3 with both Apprenticeship and Technical providers. Post 18 Day in Term 6 with Apprenticeship and Technical Provider sessions. Career Surgery Talks throughout year. Additional assemblies booked with Apprenticeship Providers. March Apprenticeship and technical Fair. Apprenticeship Panel for all Y12 in July.

Have had at least two encounters that met the requirements of PAL between 1st September in Year 8 and 28th February in Year 9				PAL Live is recorded and shown to years (PAL LIVE does not fit with timetable). Y9 Career fair with Apprenticeship Provider and technical provider that all students have to visit. Career Week with sessions from Apprenticeship providers. Career Surgeries open to all school years with apprenticeship and college providers. College Assembly
Have had at least two encounters that met the requirements of PAL between 1st September in Year 10 and 28th February in Year 11				PAL Live is recorded and shown to years (PAL LIVE does not fit with timetable). Career fair with session on Apprenticeships and College open to Year 11's and runs after school for all years. Career Week with Apprenticeship providers. College Open Days shared with all students via newsletter, website and Teams pages. Career Surgeries open to all school years with apprenticeship and college providers. CXK assembly Y10. Apprenticeships Explained: Live with the Department for Education (SEAAN) Webinar Thinking about apprenticeships but not sure where to start? Apprenticeship Assembly
Were offered at least two encounters that met the requirements of PAL between 1st September in Year 12 and 28th February in Year 13				CXK assembly for Year 12 in November. PAL Live recording. Career Fair in Term 3 open to all. Career week in November. Post 18 Day with Kent Uni in Term 6. Career Surgery Talks throughout year. Additional assemblies booked with Apprenticeship Providers. UCAS fair. Apprentice Fair open to all students. Apprenticeships Explained: Live with the Department for Education (SEAAN) Webinar Thinking about apprenticeships but not sure where to start?
Which of the following statements are true of the encounters with further and higher education provided by your school? Encounters have a clear purpose shared with the provider and the young person ; Encounters are underpinned by learning outcomes appropriate to the needs of the young person ; Encounters involve two-way interactions between young people and providers ; Encounters involve providers describing what learning or training with them is like ; Encounters involve providers giving information on their recruitment and selection processes ; Encounters involve providers referencing the qualifications they offer and the careers these could lead to ; Encounters involve young people being given the opportunity to reflect on the insights, skills or knowledge gained				All encounters are encouraged to be recorded in Unifrog. Meaningful is reflected in Student audit, benchmarks and then student feedback. Career fair for example is designed to encourage 2 way conversations as all students have questions to ask. They are underpinned by learning outcomes as supports and fits into career provision which is supported int he curriculum and whole school values including aspiration, curiosity, respect and happiness. This is also the case during our ARCVH week where whole focus is on enrichment and developing skills.

Benchmark 8 : Personal Guidance : 87	Status			Detail
Have had at least one interview with a qualified careers adviser by the end of year 11				Qualified Careers Adviser in place from Feb 2026. From September 26 all Year 11 students will be invited in for a 1-2-1 with DA students priority. All year 11 students will have had an SLT interview and all have been invited to an interview with internal Careers Adviser before they leave. 25-26 76% of whole year were seen. All SEND students were given priority bookings and seen. NEET's captured during 1-2-1's
Have had at least one interview with a qualified careers adviser by the end of year 12 and year 13				Qualified Careers Adviser in place from Feb 2026. From September 26 all Year 13 students will be invited in for a 1-2-1 with DA students priority. All year 13 students will have had an SLT interview and all have been invited to an interview with internal Careers Adviser before they leave. 25-26 all DA students seen.
Does your Careers Leader work closely with a range of staff, including careers advisers, SENDCO, pastoral staff, teachers and other support staff, to ensure personal guidance is effective and embedded in the careers programme?				Yes Careers Adviser works with all department especially PSA's. All information is accessible by all and logged on the Year Group trackers. PSA's or teachers will send 1-2-1 Career requests to Careers Adviser.
Is information about personal guidance support, and how to access it, communicated effectively to pupils?				Communicated in weekly newsletter / in the all students teams pages / on the website / social media / passed down via teachers and Form Tutors. Is also updated on Unifrog. All Years have specific Career Resource Packs sent to them
Is information about personal guidance support, and how to access it, communicated effectively with parents and carers, including through your website?				Communicated every week via newsletter / website / social media. Parents have all been sent details on Unifrog and how to access info on their child - this is sent every week in the newsletter
Are personal guidance meetings timed to meet the needs of pupils?				They are booked out for 30mins + - but follow up sessions are booked in when needed. They occur during Free Periods for 6th Formers and then during lessons for Y7-11.