



Careers Policy

Introduction

High quality careers education and guidance in school is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

Aims

Wendover Online School is committed to providing our students with a programme of careers information, advice and guidance in years 7-13 which aims to help prepare them for life beyond school. We have a planned, progressive programme of activities and opportunities that support students to make informed decisions about their career pathways. Wendover students have access to accurate, up to date careers guidance which:

- is presented in an impartial manner
- enables them to make informed choices about a broad range of career options and
- helps to encourage them to fulfil their potential.

Provision

The career programme at Wendover consists of a mixture of teacher-led activities, facilitated student research, online resources and engagement with external agencies.

Wendover reviews its careers programme on an annual basis to ensure it meets the Gatsby Benchmarks where appropriate, see below.

Gatsby Benchmark 1 A stable careers programme	Gatsby Benchmark 2 Learning from labour market information	Gatsby Benchmark 3 Addressing the needs of every pupil	Gatsby Benchmark 4 Linking curriculum learning to careers
Gatsby Benchmark 5 Encounters with employers and employees	Gatsby Benchmark 6 Experiences of workplaces	Gatsby Benchmark 7 Encounters with further and higher education	Gatsby Benchmark 8 Personal guidance

Careers programme at Wendover

1. Careers lessons during Personal, Social, Health, Economic (PSHE) Education lessons in key stages 3, 4 and 5.
2. Careers information and lessons during group tutorials.
3. Careers information, advice and guidance during 1:1, 1:2 and 1:3 tutorial sessions.
4. All curriculum areas have a responsibility to provide students with information about careers relating to, or leading from, their subject area.
5. Information events for students and parents including parent meetings, parent student teacher conferences, options evenings for I/GCSE and A level. These are designed specifically to help students cope with key transitions such as moving from Primary into Secondary education, post-14 choices, post-16 choices and post-18 choices.
6. Individual meetings with appropriate staff to discuss career goals and current progress and achievement to empower students to make informed choices about subject options.
7. Support before, during and after the university applications process.
8. Enrichment programme: students are provided with a rich and varied extra-curricular programme of activities which gives them significant opportunities for self-development and for gaining employability skills.

Details of external resources for staff, students and parents can be found in appendix 1 of this policy.

Policy review

This policy is designed to set good practice standards. However, the school recognises that best practice develops over time and, as such, will update it regularly in light of experience and as a

result of changes in legislation or its own internal organisation and policies. The policy will be subject to a comprehensive review on an annual basis.

Date policy reviewed: September 2025

Date of next review: September 2027

Appendix 1: Useful resources

Statutory guidance from the DfE: <https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>

Gatsby Good Career Guidance: A report on improving career guidance in secondary schools which includes the Gatsby Benchmarks. <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Compass is a free tool for schools and colleges in England, that quickly and easily helps you to evaluate your careers activity against the eight benchmarks of best practice – known as the Gatsby Benchmarks. <https://compass.careersandenterprise.co.uk/info>

The Careers and Enterprise Company is the national body for careers education in England, supporting schools and colleges to deliver modern, 21st century careers education. Their mission is to help every young person find their best next step. <https://www.careersandenterprise.co.uk/>

The National Careers Service provides information, advice and guidance to help people make decisions on learning, training and work opportunities. The service offers confidential and impartial advice. This is supported by qualified careers advisers. <https://nationalcareers.service.gov.uk/>

The Career Development Institute is the UK's professional body for all aspects of careers work <https://www.thecdi.net/>

Use this service to search and apply for apprenticeships in England. <https://www.gov.uk/apply-apprenticeship>

The LMI for All portal provides high quality, reliable labour market information (LMI) to inform careers decisions. <https://www.lmiforall.org.uk/>

STEM Ambassadors is a volunteer programme that has been running for over 20 years. There are over 28,000 individuals who offer their time, passion, and energy to visit schools, colleges, and youth group organisations to deliver requests from teachers and youth group leaders who want to link STEM subjects to the real world of work. <https://www.stem.org.uk/stem-ambassadors>

Your Daughter's Future is a guide that helps parents support daughters to make career choices <https://www.gov.uk/government/news/your-daughters-future>