

	Theme	Measurable Outcome (Mapped against Equalex Framework)	Planned Activities / Experiences/expeditions	Gatsby Benchmark	Gateway Mapping	ECF Skills	Monitoring & Evaluation
Year 7	<p>Discover - Jobs of 2050 – Green Economy</p> <p>Focus on understanding career pathways, labour trends, and connecting classroom learning to real-world aspirations.</p>	<ul style="list-style-type: none"> Students can identify and describe three "green" career pathways and explain how sustainability impacts the 2050 labour market. 	<ul style="list-style-type: none"> PAL Assemblies, Community Contributions, Drop Down Days (1-3), Careers Fair, Green Careers Week, National Apprenticeship Week, Guess My Job and Sustainability Day. 	1,2,3,4,5,7	<ul style="list-style-type: none"> Initial Discovery: Early exposure to career vocabulary and the future of work 	<ul style="list-style-type: none"> Listening & Staying Positive: Receiving new information and showing curiosity. 	<ul style="list-style-type: none"> Unifrog Search Logs: Tracking student searches within the "Careers library" specifically for green or environmental sectors Student "exit tickets" after Sustainability Day; Unifrog engagement logs for "green" career searches
Year 8	<p>Explore - Quashing the Stereotype</p> <p>Investigating local growth sectors and employability skills to broaden horizons</p>	<ul style="list-style-type: none"> Students can identify two local growth sectors and demonstrate an understanding of how to challenge gender or social stereotypes in those industries. 	<ul style="list-style-type: none"> PAL Assemblies, Unlimited Potential, Careers Fair, IDG Workshop, Careers/Geography Enrichment Day, Inspirational Potential, 	1,2,3,4, 5,7	<ul style="list-style-type: none"> Broadening Horizons: Challenging preconceptions before subject selection. 	<ul style="list-style-type: none"> Speaking & Creativity: Discussing diverse roles and imagining future selves. 	<ul style="list-style-type: none"> Unifrog Interests Profile: Evaluation of whether student career interests diversify following "Inspirational Potential" sessions Pre- and post-activity surveys measuring shifts in stereotypical perceptions; tutor observation during form-time careers sessions
Year 9	<p>Pathways - Enterprise & Entrepreneurship</p> <p>Making informed choices about subjects and future career</p>	<ul style="list-style-type: none"> Students can articulate how their GCSE options link to specific career sectors and demonstrate "enterprise" via a team challenge. 	<ul style="list-style-type: none"> Careers Fair, National Careers Challenge, Industry Day, Options Evening, Introduction to Work Experience (WEX), and Drop Down Days (1-3). 	1,2,3,4,5,6,7	<ul style="list-style-type: none"> Subject Selection Gateway: Mapping academic choices to professional outcomes. 	<ul style="list-style-type: none"> Problem Solving & Leadership: Managing a project during the National Careers Challenge. 	<ul style="list-style-type: none"> Unifrog Intentions Tool: Monitoring how Year 9 students map their GCSE choices to future career libraries or "Subjects library" Analysis of GCSE option choices against intended career interests; National Careers Challenge project feedback.
Year 10	<p>Experience – Gateway</p> <p>Equipping students with practical employability skills, career planning tools, and work-related activities</p>	<ul style="list-style-type: none"> Students will successfully complete a draft CV and secure/prepare for a WEX or Virtual WEX (VWEX) placement. 	<ul style="list-style-type: none"> Careers Fair, WEX/VWEX preparation and placement, Young Professionals Conference, ITP Visits and STEM Workshop, University Visits, and PAL Assembly 	1,2,3,4,5,6,7	<ul style="list-style-type: none"> Experience Gateway: First-hand immersion in professional environments. 	<ul style="list-style-type: none"> Aiming High & Teamwork: Setting placement goals and working in adult environments 	<ul style="list-style-type: none"> Unifrog CV Builder completion rates; employer feedback forms from WEX/VWEX placements

Year 11	Apply – Gateway Taking ownership of post-16 choices through employer interactions and personal development	<ul style="list-style-type: none"> Students can demonstrate professional interview techniques and complete at least two applications for post-16 destinations. 	<ul style="list-style-type: none"> PAL Assemblies, Careers Fair, Sixth Form Open Evenings, Apprenticeship fair, Post-16 interviews, Employer Mock Interviews, HE and FE Talks, and "What University? What Career? Live". 	1,2,3,4,5,6,7,8	<ul style="list-style-type: none"> Application Gateway: Managing the transition to post-16 destinations. 	<ul style="list-style-type: none"> Speaking & Staying Positive: Presenting oneself to employers; managing application stress. 	<ul style="list-style-type: none"> Unifrog Post-16 Shortlist: Evaluating the range of apprenticeships and colleges students are "shortlisting" for their applications Mock interview scores provided by employers; tracking of Post-16 application submissions and destinations.
Year 12	Destination Preparation Focusing on workplace readiness, professional networking, and independent decision-making	<ul style="list-style-type: none"> Students will produce a high-quality Personal Statement or Apprenticeship CV and participate in a professional networking event. 	<ul style="list-style-type: none"> Careers Fair, Oxbridge Visit, UCL Roadshow, University of Derby Degree Apprenticeship Visit, UK University and Apprenticeship Fair, and HE Week 	1,2,3,4,5,6,7,8	<ul style="list-style-type: none"> Professional Readiness: Building the portfolio required for higher-level entry. 	<ul style="list-style-type: none"> Leadership & Aiming High: Leading independent research into HE/Degree Apprenticeships. 	<ul style="list-style-type: none"> Unifrog Personal Statement Tool: Monitoring the drafting and feedback process for HE applications Quality audit of Personal Statements; student self-assessment of "professional confidence" via Google Classroom
Year 13	Destination Completion Transitioning successfully into employment, FE, or HE with lifelong career management skills	<ul style="list-style-type: none"> Students will secure a confirmed post-18 destination (UCAS, apprenticeship, or employment) and identify a viable "Plan B. 	<ul style="list-style-type: none"> Careers Fair, UCAS Preparation, UK University and Apprenticeship Fair, Apprenticeship application support, and Virtual Work Experience (VWEX) 	1.2.3,4,5.7.8	<ul style="list-style-type: none"> Final Transition: Successfully exiting the academy into a chosen pathway. 	<ul style="list-style-type: none"> Problem Solving & Listening: Refining applications based on feedback and managing deadlines. 	<ul style="list-style-type: none"> Unifrog Destinations Tool: Final tracking of student applications and confirmed post-18 destinations Final Destination Data (August tracking); 1:1 interview records from the independent Careers Advisor

Academy Careers Program:

Monitoring and Evaluation Insights

To ensure the programme meets the Equalex Framework's focus on equality and excellence, the following methods are suggested based on the provided whole-school initiatives:

- **Unifrog Analytics:** Use the Unifrog platform to track which career sectors are being explored by different student demographics to ensure equitable access to high-growth information.
- **Google Classroom Feedback:** Use the "Careers Google Classroom" to distribute digital evaluation forms immediately following Drop Down Days or Virtual WEX opportunities.
- **Compass+ Assessments:** (Information not in sources, but a standard UK practice) Regularly map the activities listed in the overview against the **Gatsby Benchmarks** to evaluate the breadth of the programme.
- **Employer and Provider Feedback:** Collect qualitative data from visitors during the "Careers Fair" and "Inspirational Potential" sessions to assess student engagement levels.

Drawing on the academy's initiative to provide all year groups access to the **Unifrog platform**, the following tools are recommended to evaluate the impact of the activities listed in the 2025-2026 overview:

- **Interactions Tool:** This is the primary method for recording **CEIAG Interactions** (Gatsby Benchmarks 1, 2, 5, 7) which occur across all year groups. It allows staff to evaluate the frequency and quality of employer encounters like "Guess my Job" or "Industry Day".
- **Skills Tool:** This tool can be used to evaluate the **ECF Skills** (e.g., Leadership, Problem Solving) that students demonstrate during the "National Careers Challenge" (Year 9) or "WEX/VWEX" (Years 10-13).
- **Placements Tool:** Essential for monitoring the "WEX/VWEX preparation" phases mentioned for Years 10, 11, 12, and 13. It allows the school to evaluate employer feedback and student reflections in one central location.
- **Post 18 Intentions/Destination Tool:** Used specifically to evaluate the "Destination Preparation" and "Completion" stages in Years 12 and 13, ensuring students have a secure "Plan A" and "Plan B" as they exit the academy.
- **Careers Library:** Supports understanding of LMI the evaluation of the **Year 7 "Jobs of 2050"** theme by tracking how often students engage with up-to-date data on the "Green Economy"