

Careers Programme – Academic Year 2024/2025

Careers Education and Guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. At Royds Hall, a planned progressive programme of activities supports them from year 7 - 11 to develop an awareness of employability skills and understanding of opportunities in the working world that suit their interests and abilities and help them to follow a sustainable career path. We have developed and continue to implement a clear strategy for careers guidance and we make good use of well-trained staff, careers guidance professionals, employer networks and local colleges and other providers to ensure that students are well supported in making decisions about career pathways. This includes completion of Compass + to ensure adherence to the Gatsby Benchmarks.

Gatsby Benchmarks

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| 1 | A stable careers programme | 5 | Encounters with employers and employees |
| 2 | Learning from career and labour market information | 6 | Experiences of workplaces |
| 3 | Addressing the needs of each pupil | 7 | Encounters with further and higher education |
| 4 | Linking curriculum learning to careers | 8 | Personal guidance |
| Provider Access Legislation opportunities | | | |

| Year Group | Activity | Benchmark |
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| Whole School | There is a CEAIG Policy in place that has the full support of Governors and Senior Leadership Team and it is evaluated on an annual basis. The CEAIG can be found on the school website. | 1 |
| | The Careers Newsletter. The newsletter provides opportunities from employers and universities as well as a Labour Market Information fact of the week, job of the week, employer of the week and university of the week. The aim of the newsletter is to broaden the students knowledge of different industries as well as keeping them informed about opportunities they can take part in to aid their career planning. The newsletter is sent every week of the academic year to all key stakeholders. | 1,2,3 |
| | Whole staff CPD on incorporating Careers into the curriculum by Enterprise Co-ordinator | 1,4 |
| | There is a Careers Information Library that contains relevant and current information. Students have access to this outside of lesson times. Key resources are also available on the school website and VLE. | 1, 2, 4 |
| | All events and activities are evaluated and monitored by students, staff and parents (where applicable) to ensure the programme remains effective and impactful. | 1 |
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| | Careers door signs to be displayed on all staff doors in order to encourage careers discussions with all students. | 2,3,4,8 |
| | LMI information shared on student bulletin through the Job of the week and tutors discuss this in form time. This is changed on a weekly basis. | 2 |
| | Use Compass + manage, track, report and evaluate the careers programme | 1,3,5 |
| | Apprenticeship assembly for all year groups by Linda Beever at ASK apprenticeships | 3,5 |
| | Careers drop ins – Students are entitled to the opportunity to meet with a qualified and professional careers adviser for tailored and impartial information, advice and guidance on post-16 options and next steps. | 8 |
| | The Science department throughout all year groups link each lesson to a career. Their curriculum Learning Journeys reference next steps in terms of post 16 progression opportunities. | 4 |
| | The Maths department throughout all year groups link the “Big Picture” to next steps in terms of post 16 progression opportunities/ possible careers. | 4 |
| | The English Department during the Spoken Language assessment explain the role of people working in a courtroom. Pupils have to speak as if they are a defence of prosecuting solicitor and staff explain what these roles entail. When exploring writers, the English department look at the context, including careers. This includes looking at the jobs that a writer has had and how their experience might have an impact on the text. | 4 |
| | Dedicated Curriculum time within Personal Development lessons and tutor time that incorporates Careers Education in all year groups. | 4 |
| | Careers displays are evident in all Curriculum areas. | 4 |
| | Whole school STEM assemblies led by the Science department linking STEM subjects to future careers | 2,3,4 |

| Year Group | Activity | Benchmark |
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| 7 | Outside agency/ Business to Lead an assembly as part of National Careers Week. | 5 |
| | A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to introduce students to setting personal goals, raising aspiration and empowering them to make informed choices. To start to look at local labour markets and build skills and resilience. | 2, 3, 4 |
| | Students from under-represented backgrounds are selected to be part of the Scholars. The Scholars Programme recruits, trains and places doctoral and postdoctoral researchers in schools to deliver programmes of university-style tutorials, which are supplemented by two university trips. | 2,3,4,5,6,7, |

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| | Careers fair (November 2024) - an opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities. | 1,2,3,5,7,8 |
| | ASK apprenticeships - Apprenticeship assembly by Linda Beever | 3,5 |
| | Step into the NHS – virtual careers insight into occupations within the NHS | 3,4,5 |
| | STEM event delivered by BAE systems exploring AI delivered in conjunction with the Royal Airforce and the Royal Navy | 3,4,5 |
| 8 | A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to encourage all students to fully explore the pathways available to them and how to achieve their aspirations. | 4, 5 |
| | Prison Me No Way! – Drop down day focusing on giving every young person as they leave school the knowledge and confidence to take control, make positive choices that avoid becoming involved in crime, stay safe and realise their full potential. | 1,3,5,6 |
| | Careers fair (November 2024) - an opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities. | 1,2,3,5,7,8 |
| | Outside agency/ Business to Lead an assembly as part of National Careers Week. | 5 |
| | All Year 8 students have the opportunity to be an “Apprenticeship receptionist” that looks at the role of a receptionist and take on specific roles and tasks for a day | 6 |
| | Students to have an assembly on apprenticeships from Kirklees College. | 2, 7 |
| | Students from under-represented backgrounds are selected to be part of the Scholars. The Scholars Programme recruits, trains and places doctoral and postdoctoral researchers in schools to deliver programmes of university-style tutorials, which are supplemented by two university trips. | 2,3,4,5,6,7, |
| | ASK apprenticeships - Apprenticeship assembly by Linda Beever. | 3,5 |
| | Step into the NHS – virtual careers insight into occupations within the NHS | 3,4,5 |
| STEM event delivered by BAE systems exploring AI delivered in conjunction with the Royal Airforce and the Royal Navy | 3,4,5 | |
| 9 | KS4 Options Evening – parents and students have access to Careers Team/Local colleges to gather information and advice about future study options (Options offered in health and Social Care, Child development and sociology in line with LMI information for kirklees) | 2,3 |

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| | Students and parents are invited to a presentation on what the Duke of Edinburgh award is including the volunteering section which includes using skills to make a difference to people's lives. | 3.4 |
| | Staff from outside agencies lead assemblies as part of National Careers Week. | 5 |
| | Students from under-represented backgrounds are selected to be part of the Brilliant Club. The aim is to encourage students to think about going to Russell group universities. The Scholars Programme recruits, trains and places doctoral and postdoctoral researchers in schools to deliver programmes of university-style tutorials, which are supplemented by two university trips. | 2,3,4,5,6,7,8 |
| | A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to allow students to make informed choices for their GCSE options based on an understanding of FE and industry requirements as well as their own strengths. | 1,2,3,4 |
| | Careers fair (November 2024) - an opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities. | 1,2,3,5,7,8 |
| | ASK apprenticeships - Apprenticeship assembly by Linda Beever | 3,5 |
| | "Be the Boss" - students will build a comprehensive business roadmap, guiding them from ideation to execution—tailored to their unique concepts. | 2,3,4,5,6 |
| 10 | A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to encourage all students to refine their career aspirations and recognise the next steps. Students will develop their knowledge and employability skills, so they make smart choices about their post-16 career pathways making plans for colleges, training providers and apprenticeships. | 2, 3 |
| | Staff from outside agencies lead assemblies as part of National Careers Week. | 5 |
| | Military Preparation College work experience – 3 days that includes an Introduction to Drills & Parade, Military activities including camouflage and concealment, map reading and navigation, Fitness activities including how they run fitness assessments in preparation for the Military. Careers support - visit from the Armed forces careers office including Army, Navy, and RAF – To talk about progression routes into the Military. | 1,3,5,6 |
| | Course taster session at Greenhead College – July 2025 | 7 |
| | Course taster session at Kirklees College – July 2025 | 7 |

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| | Restart a heart – CPR training | 3,4,5 |
| | Students to complete a diagnostic questionnaire to help prioritise careers appointment and assist in guidance appointment | 8 |
| | Individual & group careers interviews from the careers advisor | 3, 8 |
| | Careers fair (November 2024) - an opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities. | 1,2,3,5,7,8 |
| | Careers in Sport Focused Q&A Session for Sport studies Students - A chance for students to ask what employers are looking for in young people seeking work and how to maximise their chances early on in their careers | 2,3,4,5 |
| | ASK apprenticeships - Apprenticeship assembly by ASK apprenticeships | 3,5 |
| | Kirklees College assembly – focusing on T levels, Vocational qualifications and Apprenticeships. Including a Q&A session | 3,7 |
| | Year 10 work experience – July 2025 | 2,3,5,6 |
| 11 | Kickstart evening (October 2024) – Local Colleges to attend this evening to liaise with students and parents regarding post 16 options | 3, 8 |
| | Careers fair (November 2024) - an opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities. | 1,2,3,5,7,8 |
| | A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. Students will focus on post-16 routes and how to apply, the importance of a back-up option and ‘what to do if...’ | 4 |
| | Students to explore interview techniques in tutor time Personal Development with guidance from their tutors. | 3, 8 |
| | Students have the option to attend the Get Inspired Post 16 Careers Event | 2,3,5,7 |
| | All students receive at least one one-to-one appointment with a fully qualified Careers Advisor prior to making their Further Education choices. | 8 |
| | Mock Interviews (January 2025) - we understand the importance of preparing our students for the demands of working life. Many students are invited to interviews when applying for post 16 options and the vast majority of | 3, 5 |

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| | students will be invited to a job interview in the future. Therefore, we invite employers and business volunteers into the school to hold one-to-one interviews which resembles a real interview. | |
| | Students collate their Records of Achievement prior to attending their post-16 interviews. | 3, 7 |
| | Post-16 provider assembly by Greenhead College to discuss courses and entry requirements | 3,7 |
| | Post-16 provider assembly by Shelley College to discuss courses and entry requirements | 3,7 |
| | Post-16 provider assembly by Huddersfield New College to discuss courses and entry requirements | 3,7 |
| | Post-16 provider assembly by Creative Media School to discuss courses and entry requirements. Opportunity for Q&A | 3,7 |
| | Post-16 provider assembly by Kirklees to discuss courses and entry requirements. Opportunity for Q&A | 3,7 |
| | University assembly – Huddersfield university taking about post 18 options. Opportunity for Q&A. | 7 |
| | Students and parents have the option on the Year 11 parents evening to meet with our careers advisor in order to gather information and advice about future study options | 2, 3,8 |
| | Staff from outside agencies lead assemblies as part of National Careers Week. | 5 |
| | College interviews – both New College and Greenhead College to come into school and interview students who have applied to the college | 7,8 |
| | Students and parents to attend the local college’s open events- published on the school website | 3, 7 |
| | Targeted student workshops on Completing college application forms by the career’s advisor | 1,3, 8 |
| | Workshop by LLS Sports College on vocational courses available at LLS - a motivating aspiration assembly covering the following subjects: How to develop a unique CV for any industry, Importance of quality work experience. Sharing career success stories of young people we have worked with in the past | 2,3,5,7 |
| | ASK apprenticeships - Apprenticeship assembly by ASK apprenticeships | 3,5 |
| | The careers advisor leads student workshops on applying for apprenticeships and registering on the National Apprenticeship website for those interested in apprenticeships | 1, 3, 8 |
| | Careers in Sport Focused Q&A Session for Sport studies Students - A chance for students to ask what employers are looking for in young people seeking work and how to maximise their chances early on in their careers | 2,3,4,5 |
| | ASK apprenticeships – targeted workshop for those students wishing to apply to an apprenticeship provider. | 3,5,8 |

