

Forres Sandle Manor Careers Policy

Policy Title	Careers from Y7
Policy Head	Deputy Head Academic (WP) and Careers Lead (DC)
Date of last review	Jan 2026
Date of next review	Jan 2027

Careers policy

At FSM we believe in providing high quality education and guidance in Careers as it will be critical to the pupils' future. It will help prepare them for the work place by providing a clear understanding of the world of work including the routes to jobs and careers that pupils might find engaging and rewarding.

Aims

We aim to :

- provide a stable careers programme (Gatsby 1)
- provide learning from career and labour market information (Gatsby 2)
- address the need of each pupil (Gatsby 3)
- Link curriculum learning to Careers (Gatsby 4)
- facilitate encounters with employers (Gatsby 5)
- facilitate the experience of work places (Gatsby 6)
- provide opportunities for encounters with further and higher education set ups (Gatsby 7)
- provide personal guidance (Gatsby 8)

Conclusion: we aim to provide the information, advice and guidance, which encompass the 8 **Gatsby Benchmarks**.

Resources

The school will endeavour to make full use of:

- The special skills of individual members of staff
- The use of visiting experts
- The support of parents

- The school library
- Specialist activities
- Recording tools (Compass and Unifrog)

The 8 Gatsby Benchmarks at FSM

Gatsby 1: a stable careers programme

Careers education: CDI spiral curriculum

Supports **Gatsby 1** by providing a stable careers programme with clear learning outcomes.

Learning journey		11-14 student launch video						14-16 student launch video					
GATSBY	CDI LEARNING AREA	Year 7		Year 8		Year 9		Year 10		Year 11			
2 3 8	Grow throughout life Grow throughout life by learning and reflecting on yourself, your background, and your strengths.	Who am I?		What are my interests?		What are my skills?		Reflecting on my career journey: past, present and future		What are my employability skills?			
		15m	60m	15m	60m	15m	60m	15m	60m	15m	60m	15m	60m
2 7	Explore Possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.	Exploring possibilities: dream jobs		Job applications: superhero CVs		What comes after school: the main learning pathways		Exploring employer profiles		Post 16 – Choices, Choices			
		15m	N/A	15m	60m	15m	N/A	15m	N/A	15m	60m	15m	60m
2 7 8	Manage Career Manage your career actively, make the most of opportunities and learn from setbacks.	What is a career?		Challenges and rewards of work		Decision making: choosing what to study at KS4		What type of career is best for me?		Decision making: choosing your post-16 pathway			
		15m	60m	15m	60m	15m	60m	15m	60m	15m	60m	15m	60m
2 6 7	Create opportunities Create opportunities by being proactive and building positive relationships with others.	What is an entrepreneur?		Creating the life you want: making a vision board		Taking control of your career journey		Preparing to go on work experience		Researching volunteering and paid work			
		15m	60m	15m	60m	15m	60m	15m	60m	15m	60m	15m	60m
2 3 6 7	Balance life and work Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.	What is a work-life balance?		What does success mean to me?		Working and earning: managing your money		Wellbeing in the workplace		Money talks: apprenticeships vs. higher education			
		15m	60m	15m	60m	15m	60m	15m	60m	15m	60m	15m	60m
2 3 6	See the big picture See the big picture by paying attention to how the economy, politics and society connect with your own life and career.	Careers and the future		Careers and the climate		What is the labour market and why is it important?		In person, hybrid, and remote: what works best?		Is AI a threat to our jobs?			
		15m	60m	15m	60m	15m	60m	15m	60m	15m	60m	15m	60m

-This programme needs to be known and understood by students, parents, teachers and governors.

- It needs to be on the school website

-It should be evaluated regularly (e.g annual Compass report)

Gatsby 2: Learning from career and labour market information

-By age 14, all pupils will have accessed and used information about career paths and the labour market to inform their decisions on study options

- Parents are encouraged to access the information too.
- Staff are encouraged to suggest courses/videos and put them in the pupil's Unifrog lockers.
- Working towards embedding widgets on the website (Careerometer and Skillometer) which provide an easy way to access LMI.

Gatsby 3: addressing the needs of each pupil

- The above scheme have equality and diversity considerations
- The Unifrog platform allows to keep records of advice given to each student and subsequent agreed decisions.
- We endeavour to challenge stereotypes and disparities that exist across course and jobs and to make sure that students from all backgrounds including SEND consider the widest possible range of careers eg: gender differences in the take up of STEM subjects or apprenticeships
- Working towards establishing an effective data sharing agreement with the local authority who have a duty to track and support all 16 and 17 year olds in their area

Gatsby 4: linking curriculum learning to careers

- Teachers are encouraged to use Unifrog to bring Careers into their subjects which build on the tutor sessions.
- We are working towards embedding Careers into curriculum lessons specifically linked to STEM.

Gatsby 5: encounter with employers

As part of the growing Careers provision at FSM, guest speakers are invited to talk to the children, reflecting on their employment and we endeavour each year for the children to participate in at least one meaningful encounter with an employer.

Gatsby 6: Experience of work places

- Many pupils have an opportunity to volunteer eg. D of E volunteering
- We are developing the work experience provision for year 10 and we will endeavour to support each pupil with a 5-day experience of a workplace. We will provide support for the students in finding a placement,

communicating with the employer and making the most of their work experience.

-We aim to encourage community engagement by adding a PAL statement on our website with contact details.

Gatsby 7: encounters with further and higher education

- As the FSM Careers programme develops, we will provide an opportunity for pupils to have encounters with further and higher education establishments, as part of the tutor programme. These may either be in the form of an event or a webinar. These encounters will increase in frequency as the pupils join Y11.

-We will provide information about local FE colleges and support students with their college applications.

Gatsby 8: personal guidance

-Before leaving FSM, at the end of Y11, pupils will have the opportunity for one to ones with a careers adviser, which will be recorded.