

# Careers Strategy and Overview: Kettlethorpe High School

At Kettlethorpe High School, careers information, advice and guidance are interwoven into the holistic curriculum model in all years from 7 -11. In 2023, we were proud to receive the Quality in Careers Standard. The majority of careers education is delivered through comprehensive careers programme, which is supplemented by several immersion events throughout the pupil's five-year journey. All pupils also have access to Xello, a careers education program that fully engages every student in building the skills, knowledge, and plans for future success — regardless of background, ability, or pathway. The careers lead for the school works closely with external careers agencies and other external partners to provide employer contact and opportunities to experience the workplace and wider world of work as well as satisfy the requirements of the Baker Clause to have impartial access and opportunities to discuss alternative, non-academic pathways. In addition, pupils can access events and study days provided by local universities, colleges and employers. The school has a Careers Leader and an external Careers Advisor from The Shaw Group to provide independent and impartial personal information and guidance for pupils. The number of days for this personalised guidance has been increased for 2024 onwards. The overview below is available to all pupils and is an outline of what is offered and is not exhaustive of what is on offer to pupils throughout their time with us at Kettlethorpe High School.

## Intended Outcomes of the Careers and Progression Programme:

- Implement all statutory DfE careers and provider access guidance
- Comprehensively address all Gatsby Benchmarks; students receive a high-quality careers and progression development and experience
- Design and implement an engaging and cohesive careers programme so that all pupils understand their value and potential now, and in the future; pupils can make informed and aspirational decisions about their next steps
- Embed careers throughout subject and department curriculum plans so pupils learn about, and make links to, the different careers associated with each subject discipline
- Gain a clear understanding of the local and national jobs market information; pupils are informed and realistic about what is available locally and nationally
- Ensure that all pupils have a wider understanding of the different, and all equally valid, progression routes post-16
- Ensure that all pupils have a wider understanding of the different, and all equally valid, jobs, careers and vocations pathways
- Provide meaningful opportunities to engage with and experience the world of work through work experience and similar programmes
- Empower all parents/carers, regardless of prior knowledge or experience, to provide guidance and support at home
- Incorporate effective systems of assessing pupils' understanding and knowledge of careers and progression throughout Y7 – Y11 to enable adaptable provision and education as pupils progress through KS3 and KS4; positive destination data reflects an impactful programme

## Key Staff:

- Mr C Bruce-Halliwell (Deputy Headteacher: SLT Careers Link)
- Mrs J Sharkey (Careers Co-Ordinator)
- Mrs S Hodgkinson (1:1 Careers Advisor [external]: Shaw Trust)

# 2025/2026 Yearly Overview:

	<b>Career Development Framework Reference*</b>	<b>PSHE</b>	<b>Curriculum</b>	<b>Assembly/ Tutor Programme</b>	<b>Event</b>	<b>Other</b>
<b>Year 7</b>	<ul style="list-style-type: none"> <li>• Grow throughout life</li> <li>• Explore possibilities</li> </ul>	<b>Aspirations (x 6 lessons)</b> <ul style="list-style-type: none"> <li>• What am I good at?</li> <li>• Future aspirations</li> <li>• What's next?</li> <li>• Careers pathways</li> <li>• Next steps</li> <li>• Celebrating me</li> </ul>	<ul style="list-style-type: none"> <li>• Careers in the curriculum – mapped in all subject/ department plans</li> </ul>	<ul style="list-style-type: none"> <li>• Xello – online careers and guidance platform.</li> <li>• International Women's Day</li> </ul>	<ul style="list-style-type: none"> <li>• Local employer presentation 1</li> <li>• BBC Roadshow</li> <li>• Children In Need - £10 Challenge</li> <li>• Local employer presentation 2</li> <li>• Local employer presentation 3</li> </ul>	<ul style="list-style-type: none"> <li>• Compass + Future Skills Questionnaire</li> </ul>
<b>Year 8</b>	<ul style="list-style-type: none"> <li>• Grow throughout life</li> <li>• Explore possibilities</li> </ul>	<b>Aspirations (x 4)</b> <ul style="list-style-type: none"> <li>• What is employment?</li> <li>• Types of careers</li> <li>• My achievements</li> <li>• Celebrating me</li> </ul>	<ul style="list-style-type: none"> <li>• Careers in the curriculum – mapped in all subject/ department plans</li> </ul>	<ul style="list-style-type: none"> <li>• Xello – online careers and guidance platform.</li> <li>• Guided Destinations</li> </ul>	<ul style="list-style-type: none"> <li>• Local employer presentation 1</li> <li>• BBC Roadshow</li> <li>• Children In Need - £10 Challenge</li> <li>• Local employer presentation 2</li> <li>• Local employer presentation 3</li> <li>• Give Construction a Try – Wakefield College</li> <li>• Stem Plus – Wakefield College</li> <li>• Magna Visit</li> </ul> <p><b>Guided Destinations – KS4</b></p> <ul style="list-style-type: none"> <li>• Launch assembly</li> <li>• Tutor programme</li> <li>• 1:1 SLT interview</li> <li>• Guided Destinations Evening</li> </ul>	<ul style="list-style-type: none"> <li>• Compass + Future Skills Questionnaire</li> <li>• Targeted 1:1 Careers Interviews</li> <li>• Post 16 providers help desk at Guided Destinations Evening</li> </ul>
<b>Year 9</b>	<ul style="list-style-type: none"> <li>• Balance life and work</li> <li>• Explore possibilities</li> </ul>	<b>Aspirations (x 3)</b> <ul style="list-style-type: none"> <li>• What is employment?</li> <li>• Careers: Strengths and managing online presence</li> <li>• Target setting for Y10</li> </ul>	<ul style="list-style-type: none"> <li>• Careers in the curriculum – mapped in all subject/ department plans</li> </ul>	<ul style="list-style-type: none"> <li>• Post 16 Progression Routes – external providers</li> <li>• T-levels Assembly</li> <li>• Virtual Careers Fair</li> </ul>	<ul style="list-style-type: none"> <li>• Local employer presentation 1</li> <li>• Prison Me No Way – Drop Down Day</li> <li>• University of Leeds – STEM Presentation</li> <li>• BBC Roadshow</li> <li>• Children In Need - £10 Challenge</li> <li>• Local employer presentation 2</li> <li>• Local employer presentation 3</li> <li>• Give Construction a Try – Wakefield College</li> <li>• Stem Plus – Wakefield College</li> <li>• Magna Visit</li> </ul>	<ul style="list-style-type: none"> <li>• Compass + Future Skills Questionnaire</li> <li>• Targeted 1:1 Careers Interviews</li> <li>• Post 16 providers help desk at Consultation Evening</li> </ul>
<b>Year 10</b>	<ul style="list-style-type: none"> <li>• Manage career</li> <li>• Create opportunities</li> <li>• See the big picture</li> </ul>	<b>Aspirations (x 11)</b> <ul style="list-style-type: none"> <li>• Options after school</li> <li>• Employability skills</li> <li>• World of work (WEx) programme</li> </ul>	<ul style="list-style-type: none"> <li>• Careers in the curriculum – mapped in all subject/</li> </ul>	<ul style="list-style-type: none"> <li>• Post-16 Progression Routes – external providers</li> </ul>	<ul style="list-style-type: none"> <li>• Local employer presentation 1</li> <li>• BBC Roadshow</li> <li>• Children In Need - £10 Challenge</li> <li>• Local employer presentation 2</li> <li>• Local employer presentation 3</li> </ul>	<ul style="list-style-type: none"> <li>• Compass + Future Skills Questionnaire</li> </ul>

		<ul style="list-style-type: none"> <li>Looking forward</li> </ul>	department plans	<ul style="list-style-type: none"> <li>T-Levels Assembly</li> <li>National Apprenticeship Week</li> <li>Virtual Careers Fair</li> </ul>	<ul style="list-style-type: none"> <li>Oxbridge Event</li> <li>Wakefield College Taster Day</li> <li>New College Taster Day</li> <li>Employer Interviews</li> <li>Work Experience</li> </ul>	<ul style="list-style-type: none"> <li>Targeted 1:1 Careers Interviews</li> <li>Post 16 providers help desk at Consultation Evening</li> </ul>
Year 11	<ul style="list-style-type: none"> <li>Create opportunities</li> <li>Balance life and work</li> <li>See the big picture</li> </ul>	<b>Aspirations (x 4)</b> <ul style="list-style-type: none"> <li>Job market/ careers</li> <li>*Pol-Ed* What does the law say about getting a job?</li> <li>Interview skills/ expectations</li> <li>Life after school</li> </ul>	<ul style="list-style-type: none"> <li>Careers in the curriculum – mapped in all subject/ department plans</li> </ul>	<ul style="list-style-type: none"> <li>Post-16 Progression Routes</li> <li>National Apprenticeship Week</li> <li>Virtual Careers Fair</li> </ul>	<ul style="list-style-type: none"> <li>Local employer presentation 1</li> <li>BBC Roadshow</li> <li>Children In Need - £10 Challenge</li> <li>Local employer presentation 2</li> <li>Local employer presentation 3</li> </ul>	<ul style="list-style-type: none"> <li>Compass + Future Skills Questionnaire</li> <li>1:1 Careers Interview</li> <li>Post-16 Application Programme</li> <li>Post 16 providers help desk at Consultation Evening</li> <li>Results Day post 16 support</li> <li>Post Y11 NEETS support.</li> <li>Destination data entry and tracking</li> </ul>

\* <https://www.thecdi.net/resources/cdi-framework>

\* [https://www.thecdi.net/CDI/media/Write/Framework/CDI\\_110-Can\\_do\\_statements-v3kw.pdf](https://www.thecdi.net/CDI/media/Write/Framework/CDI_110-Can_do_statements-v3kw.pdf)

# Kettlethorpe High School: Careers and Progression Impact

To review the impact of our careers and progression strategy we carry out the following quality assurance and evaluations:

1. **PHSE Programme** – review the intent and implementation of the careers and progressions element of the programme.
2. **Future Skills Questionnaire** – Compass + Online Survey. This allows us to measure pupils' career-readiness and knowledge/awareness of the different post 16 and future careers options/pathways. Findings from these surveys enable us to tailor the careers and progression programme to each cohort carefully in line with need. Completed on a rolling basis throughout the year.
3. **Compass + Gatsby Benchmarks Self-Evaluation** – Yearly online audit of school provision in line with Gatsby Benchmarks
4. **Career events/ activities evaluations** - Pupil voice following a planned career event/activity enable us to evaluate the impact.
5. **Destination data** – annually reviewed to evaluate the longer-term impact and success of our careers and progression strategy. Comparisons with previous years, local and national benchmarks enable us to evaluate the impact.
6. **Parent/carer voice** – engaging with stakeholders is important and establishing what parents/carers understand, know and information that they require to support their children is part of this.
7. **Alumni engagement** – engaging with alumni (former students) to track their life journeys is important to motivate, engage and inspire current pupils and to provide school with further guidance as to how we can best adapt our careers and progression strategy.
8. **Work experience evaluation** – thorough pupil and school level evaluation of the impact of Y10 WEx programme on pupils' understanding, knowledge and skills in the workplace.
9. **External Accreditation** – Careers Standard Accreditation recognising work done with careers and progression.

[Pupil destinations \(2023 leavers\) - Kettlethorpe High School - Compare school and college performance data in England - GOV.UK](#)

## Staying in education, or entering apprenticeships or employment ?

This shows the number of pupils who either stayed in education, or went into apprenticeships or employment after finishing key stage 4 (after year 11, usually aged 16).

[View as table](#)

