

## SAIL Academy – Careers Programme – 2025-26 – ‘Inspire to Aspire’

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All students are involved in the Academy's Careers Education Programme which starts in Year 1 and runs through into Year 11. We aim to inspire students to raise student aspirations, supporting them into further learning and equip them with the skills they need to achieve success in their chosen pathway. This programme develops their career skills covering self-development, career exploration and career management. Our programme is developed to map the Career Development Institute (CDI) framework and the Gatsby Benchmarks.

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### Key Features of Our Careers Programme

Our careers programme includes, but is not limited to:

#### ✓ Careers Education

- Careers education is embedded into our CORE curriculum through structured lessons from Year 7 to Year 11. These are aligned to the CDI framework and Gatsby Benchmarks, helping students explore their strengths, understand the world of work, and plan for their future.
- Topics include career identity, labour market information, skills development, and future planning – all tailored to students' age and stage.

#### ✓ Careers Guidance

- We offer one-to-one careers guidance interviews for every student in years 7-11.

#### ✓ Employer Engagement & Work Experience

- Off-timetable days featuring employer visits, workplace visits, workshops, and pathway sessions.
- Mock interviews with real employers to build student confidence.
- An annual Careers Fair at Springfield School to meet employers, colleges, and training providers.

#### ✓ Post-16 Pathways Support

- Support with applications for college and apprenticeships.
- Workshops on CV's and personal statements
- Employer-led sessions on apprenticeships vocational routes

#### ✓ **Specialist Support for Targeted Students**

- Tailored careers support for students with EHCPs or additional learning needs.
  - One-to-one mentoring for those uncertain about future pathways.
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### **Careers Education in Lessons**

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Careers education is delivered throughout the year as part of CORE lessons. These lessons help students make informed choices and develop the skills needed to succeed in their future careers. We cover topics such as:

- ✓ Self-Development – Understanding personal strengths, skills, and aspirations.
- ✓ Career Exploration – Researching industries, job roles, and career pathways.
- ✓ Employability Skills – CV writing, interview techniques, and workplace etiquette.
- ✓ Financial Education – Budgeting, salaries, and understanding payslips.
- ✓ Post-16 Options – College and apprentices employment.

Careers education at SAIL Academy goes far beyond the classroom. What you see below is our careers curriculum, delivered through focused lessons as part of the core timetable.

The lessons are designed to help students build essential skills, explore career options, and prepare for future pathways — from Year 1 through to Year 11. While they form a key part of our overall careers provision, they are just one strand of a much wider programme that includes trips, employer encounters, work experience, personal guidance, and more.

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### **CDI Framework – 6 Learning Areas**

Each year group will cover the following across the year:

1. **Grow Throughout Life** – Understanding personal development and self-reflection
2. **Explore Possibilities** – Learning about jobs and different career paths
3. **Manage Career** – Making choices, navigating transitions, and setting goals
4. **Create Opportunities** – Building self-belief and recognising career options
5. **Balance Life and Work** – Understanding lifestyle, wellbeing, and life priorities
6. **See the Big Picture** – Understanding the economy, labour market and society

### **Primary Careers Curriculum (Years 1–6)**

<b>Year</b>	<b>Grow Throughout Life</b>	<b>Explore Possibilities</b>	<b>Manage Career</b>	<b>Create Opportunities</b>	<b>Balance Life and Work</b>	<b>See the Big Picture</b>	<b>Gatsby Benchmarks</b>	<b>RSHE framework</b>
1	Recognise and name activities they enjoy and begin to identify personal preferences.	Understand the roles of people who help in the community.	Express early aspirations and interests for the future.	Demonstrate confidence in trying new activities and reflecting on experiences.	Understand the basic purpose of work and its role in adult life.	Identify and discuss a range of jobs found in their local area.	1, 2, 3, 4, 5	Roles in family and community (Relationships); Basic awareness of helpers (Relationships); Early aspirations (Living in the Wider World)
2	Describe personal strengths and understand how practice supports improvement.	Know and recognise job roles in familiar contexts such as stories.	Know how to set and work towards a short-term learning goal.	Reflect on new experiences and their outcomes.	Understand that people work for both financial and purposeful reasons.	Know and explain that people work in a variety of jobs and environments.	1, 2, 3, 4	Personal strengths (Health Education); Job diversity (Living in the Wider World); Gender roles and aspirations (Relationships).
3	Reflect on hobbies and describe how these relate to personal strengths.	Investigate different job roles within a school setting.	Identify learning choices and understand their consequences.	Demonstrate the ability to take on a role within a group project.	Distinguish between time for work and time for play.	Understand how different jobs contribute to helping others.	1, 2, 3, 4, 5	Mental wellbeing through hobbies (Health); Careers awareness in the school context (Living in the Wider World).
4	Reflect on personal learning and describe areas of improvement.	Understand how to link school subjects with job roles	Identify opportunities for decision-making and their impact.	Work collaboratively to solve problems and achieve shared goals.	Describe different types of jobs and working hours.	Explore how job roles have evolved over time.	1, 2, 3, 4, 5	Group problem solving (Relationships); Matching school to jobs (Living in the Wider World); Understanding economic contributions (Living in the Wider World).
5	Identify personal skills and values and explain their importance in career choices.	Research local industries and related job roles.	Understand that people can change careers and progress through different pathways.	Know what jobs are linked to their personal interest	Evaluate what contributes to a healthy work/life balance.	Explore careers that contribute to environmental sustainability.	1, 2, 3, 4, 5	Identifying skills and values (Health Education); Environmental and economic awareness (Living in the Wider World); Aspirations and job change (Living in the Wider World).
6	Prepare for transition by identifying emotional responses to change.	Research careers linked to personal interests and school subjects.	Know how to create a basic transition plan for starting secondary school.	Describe personal strengths in a written statement	Understand the balance between responsibilities at school and home.	Explain how global events can influence job markets and employment.	1, 2, 3, 4, 5,6	Emotional readiness for change (Health Education); Transition prep (Relationships/Health); Global jobs context (Living in the Wider World); Balancing responsibilities (Relationships)

### Secondary Careers Curriculum (Years 7–11)

Year	Grow Throughout Life	Explore Possibilities	Manage Career	Create Opportunities	Balance Life and Work	See the Big Picture	Gatsby Benchmarks	RSHE framework
7	Reflect on their achievements and identify motivating factors in learning and life.	Explain job sectors and explain the concept of job families.	Develop long-term goals and relate them to their personal interests.	Demonstrate positive self-presentation and communication skills.	Understand how to manage time effectively and recognise the importance of daily routines.	Explain the wider social impact of different careers inc. LMI	1, 2, 3	Mental wellbeing Respectful relationships Roles in society
8	Identify how personal learning styles can influence career preferences.	Know the connections between curriculum subjects and potential career pathways.	Use careers information, inc LMI, to inform their Key Stage 4 option choices.	Know and develop and practise soft skills relevant to employability.	Compare different types of work structures, hours, and patterns.	Research and analyse current labour market trends in the UK.	1, 2, 3, 4	Puberty, confidence Self-esteem and identity Online and media influence
9	Evaluate and set SMART academic goals in preparation for future learning.	Evaluate a range of post-14 and post-16 education and training pathways.	Know how to develop a personal career plan based on research and reflection	Know and practise application and interview techniques in simulated scenarios.	Assess how career choices impact personal wellbeing and lifestyle.	Understand how societal influences shape career decisions and aspirations.	1, 2, 3, 4	Relationships and emotional literacy Financial education Peer influence and aspirations
10	Know how to reflect and act upon feedback from career-related mock interviews.	Know how to research local further education providers and apprenticeship routes	Understand responsibilities in a work experience placement.	Know how to create a professional CV and a tailored cover letter.	Explain key aspects of employment law including working hours and breaks.	Know and evaluate how technology is changing the nature of work and employment.	1, 2, 3, 4, 5, 6	Mental health and managing stress Financial education Managing risk and rights
11	Reflect on their academic and personal progress to set post-16 transition goals.	Assess and compare available post-16 routes including academic and vocational pathways.	Know how to complete applications for further education, apprenticeships, or training programmes.	Know the interview process and how to prepare for them developing strategies for successful transitions.	Plan aspects of adult life including budgeting, financial planning, and wellbeing.	Critically explore how careers are shaped by global trends and future societal changes.	1-8	Transition readiness Self-efficacy and goal setting Managing adult responsibilities

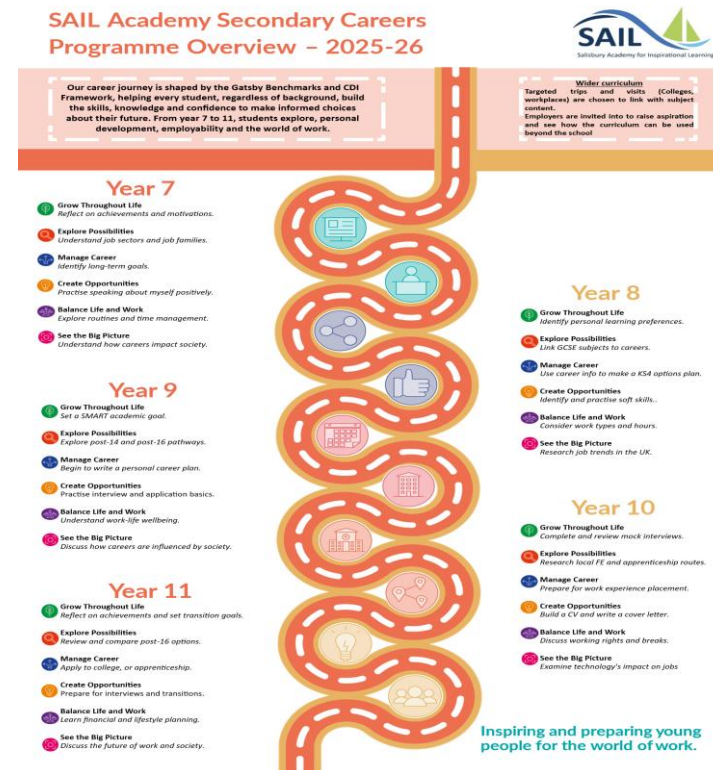
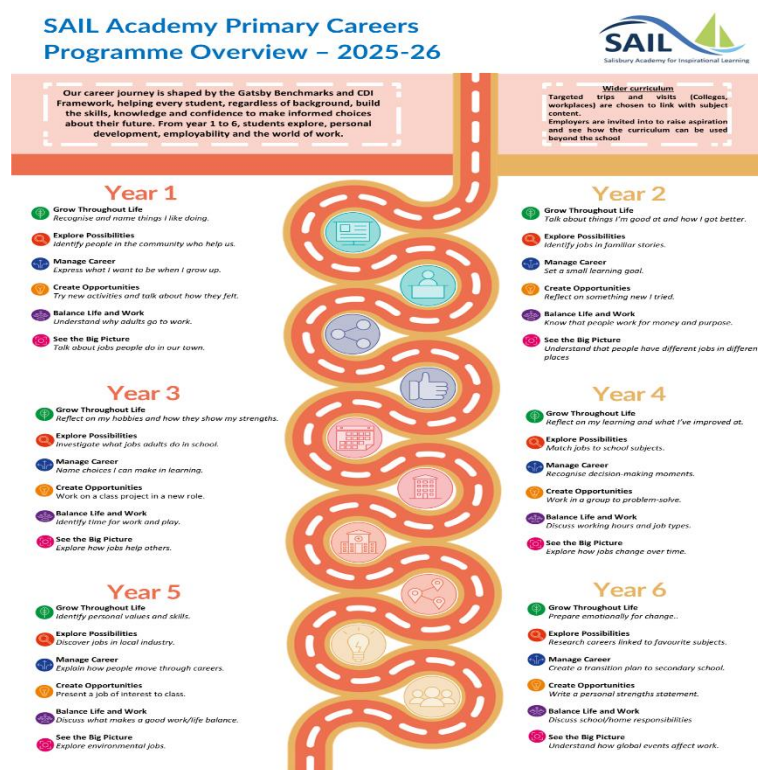
# The Careers Curriculum Roadmap

This careers curriculum flowchart illustrates the academy's structured, year-by-year approach to careers education. The model is designed to ensure that all students receive developmentally appropriate careers learning throughout their time in school — gradually building knowledge, confidence, and readiness for life beyond education.

Key features of the model include:

- A clear progression from self-awareness to future planning, beginning in Year 1 and continuing through to Key Stage 4
- Carefully sequenced lessons that reflect increasing maturity, decision-making needs, and career-related expectations
- Full alignment with the CDI Framework and the Gatsby Benchmarks
- A strong focus on linking curriculum learning to careers, developing employability skills, and exploring all post16

This progressive model ensures that students are not only informed about their options, but are also well prepared to make ambitious, realistic, and meaningful decisions at each key stage, as well as preparing them for other aspects of their adult lives.



Inspiring and preparing young people for the world of work.

## The Gatsby Benchmarks

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At SAIL Academy, we are proud to meet all eight Gatsby Benchmarks, ensuring our students receive a high-quality careers education that prepares them for their future pathways. The Gatsby Benchmarks are a framework for best practice in careers education, designed to raise aspirations and provide meaningful encounters with the world of work.

1. **A Stable Careers Programme** - We have a structured and well-communicated careers programme that supports students from Year 1 to Year 11. It is reviewed annually and promoted to students, parents, staff, and employers via our website, newsletters, and events.
2. **Learning from Career & Labour Market Information** - Students have access to up-to-date labour market information through Unifrog, employer talks, and dedicated careers lessons. We also provide guidance on local and national employment trends to help students make informed choices about their futures.
3. **Addressing the Needs of Each Student** - Our careers programme is inclusive, providing tailored support for all students, including those with SEND and EHCPs. We track students individually, ensuring they receive the right guidance and opportunities.
4. **Linking Curriculum Learning to Careers** - We integrate careers education into the curriculum across all subjects, helping students see the relevance of their studies to future career paths. Subject teachers incorporate real-world applications, employer-led sessions, and workplace skills into their lessons.
5. **Encounters with Employers & Employees** - Students regularly engage with a wide range of employers through:
  - Mock Interviews with Employers
  - Careers Fair
  - Guest speaker sessions and workplace visits
6. **Experiences of Workplaces** - We facilitate workplace visits and virtual work experiences for students across different year groups.
7. **Encounters with Further & Higher Education** - We organise college open day trips, and apprenticeship talks to help students explore their post-16 options. Students receive guidance on applications, personal statements, and alternative pathways like apprenticeships.
8. **Personal Guidance** - Every student has access to one-to-one careers guidance, delivered by a trained careers adviser. Targeted students receive additional support to explore their next steps, ensuring they leave SAIL Academy with a clear plan for their future

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## Employer & Industry Engagement

## Guest Speaker Programme/workplace visits

Throughout the year, we welcome industry professionals and employers into school to engage students in meaningful discussions about their careers. These sessions provide valuable insights into the skills required in their sectors and the various pathways available, including apprenticeships, vocational training, and higher education routes. We also work with employers to offer workplace visits, giving students first-hand experience of professional environments. Industries covered include:

- The British Army
- Wiltshire Fire and Rescue
- British Horseracing
- Amazing Apprenticeships
- Idverde
- Salisbury City Council
- Riverbourne Farm
- DSTL
- Logiq
- Key performance training

## Get Involved!

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Are you an employer or industry professional interested in supporting our careers programme? We are always looking for new partners to help inspire and educate our students. If you would like to volunteer for mock interviews, deliver a talk, or take part in our networking events, please get in touch with our Careers Leader – [Andrew.fulker@sail-academy.org](mailto:Andrew.fulker@sail-academy.org)

## How we measure our careers provision

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We believe that a high-quality careers programme should be more than just well-intentioned — it should be effective, measurable, and constantly evolving. To ensure our students are receiving the best possible support, we use the following methods to evaluate our provision:

- The Gatsby Benchmarks – We track our progress against the eight Gatsby Benchmarks using the *Compass+* tool. This helps us identify strengths, address gaps, and plan strategically for improvement.
- Student Feedback – After key careers activities, we collect student voice through surveys and discussions to understand what's working and what could be improved.
- Parent/carer feedback - We regularly seek feedback from parents and carers, particularly following key transition points or events such as options evenings, workplace visits and careers fairs. This helps us ensure our provision aligns with the needs and expectations of families and supports students effectively at home and in school.
- Destination Data – We monitor student destinations for up to three years after they leave, to ensure they are progressing into sustained education, employment, or training.
- Employer and Staff Feedback – We gather input from visiting employers, staff, and external partners to assess the impact and relevance of our career's activities.

National Careers Service:

- 💡 Find job profiles, skills requirements, and career advice for hundreds of industries.
- 📌 Get personalised career suggestions based on your interests.

🔗 Visit: [www.nationalcareers.service.gov.uk](http://www.nationalcareers.service.gov.uk)

## Apprenticeships & Training

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🏢 Apprenticeships.gov.uk (Find live apprenticeship vacancies!)

🔍 Search for apprenticeship opportunities across different industries.

📌 Learn about higher & degree apprenticeships (earn while you learn!).

🔗 Visit: [www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk)

🏫 Local Colleges

🎓 If you're considering college or vocational training, check out our local providers:

- ♦ Wiltshire College and University Centre – [Wiltshire College & University Centre](#)
- ♦ Fairfield College – [Fairfield College | Specialist College based in Wiltshire | Specialist College based in Wiltshire](#)