



THA Career Programme Year 7 -11

2026/2027

Year Groups	Planned Activity/ Interventions	Dates
All Year Groups	A number of events, integrated into the academy career programme will offer providers the opportunity to come into the academy to speak to pupils and their parents/carers. Career related information will be shared with pupils and parents/carers through the academy website, online platforms, C&R programme, careers noticeboard and assemblies. All pupils in years 7 to 11 are entitled to: 1. Access to a planned careers programme relevant to their year group. 2. Access to a qualified careers advisor, for impartial careers advice and guidance. 3. Provider Access Legislation (PAL): Ensuring the PAL is met with support from the Careers & Enterprise Company (CEC) Enterprise Coordinator. PAL (DfE, 2023) specifies that schools	Spring Term National Apprenticeship Week (NAW) (Monday 8th - Friday 12th February 2027) National Careers Week (NCW) (Monday 1st – Friday 5th March 2027)

	and colleges must provide at least two meaningful encounters with technical education or apprenticeship providers, per key stage: • Two encounters for pupils during year 8 or 9. • Two encounters for pupils during year 10 or 11. • Two encounters for pupils during year 12 or 13. 4. Meaningful encounters with post-16 and post-18 training providers. Providers will have access to pupils from year 8 to 11 to inform them about technical education and apprenticeship pathways (The Baker Clause). The Academy ensures that all study pathways (academic, technical and vocational) are equally encouraged throughout the academy, and that our pupils and staff speak about the main three routes and give them equal priority and value. Also, ensuring that information about non-academic routes is available to all pupils from Year 7 to 11. This means that destinations data shows evidence of varied pathways being pursued. 5. Meaningful encounters with a range of local post-16 providers and employers about the opportunities they offer – through events, assemblies and group discussions and experience days. 6. Access to up-to-date labour market information (LMI).	
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	7. Access information on higher education, training and employment opportunities. 8. Opportunities to develop personal, enterprise and employability skills. 9. Find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme, which provides information on the full range of education and training options available at each transition point. 10. Be informed about how to make applications for the full range of academic and technical courses. 11. Access to a curriculum rich in information about careers and the world of work. 12. Understand how curriculum learning links with future career options. 13. Access a programme of CEIAG which challenges stereotypes and discrimination, and promotes equality and diversity in training and in the workplace (Protected characteristics Equality Act 2010). The Equality Act brings in protected characteristics as the grounds upon which discrimination is unlawful with respect to employment, education and training.	
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Year 7	The Character and Resilience (C&R) tutorial programme aims to help pupils understand more about themselves (self-development), where to look for useful information (career exploration) and plan for their future (career management) – delivered by tutors. • Introduction to the career services available within the Academy. • Identify pupils' early aspirations for future career choice and relate this to their own skills and strengths. • All pupils will take part in the National Careers Week (NCW) & National Apprenticeship Week (NAW) activities. • Career Ready Assemblies: The World of Work, Understanding labour market trends and Career Starter resources. • Apprenticeships resources for Key Stage 3 students. • STEM (Science, Technology, Engineering and Maths) and enterprise days and workshops throughout the Academic year. Science Week – STEM and entrepreneurship. • Completion of the Future Skills Questionnaire (FSQ) – Starting Secondary. • Talk About Transition workshop.	
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	• Explore subjects and how they link to future careers, helping pupils make informed choices in the future. • Explore and compare a variety of careers.	
Year 8	The Character and Resilience tutorial programme aims to help pupils find out about different careers and the world of work and help them to plan for their future. To consider rights and responsibilities in the community, including in careers and life choices – delivered by tutors. • All pupils will take part in the National Careers Week & National Apprenticeship Week activities. • Year 8 use of online career development platforms. • Career Ready Assembly: Skills for the future and Career Starter resources. • Apprenticeships resources for Key Stage 3 pupils. • STEM (Science, Technology, Engineering and Maths) Enterprise Days and workshops throughout the Academic year. Science Week – STEM and entrepreneurship	

	• Meaningful encounter with a technical education or apprenticeship provider (PAL). • Internal work-related experience workshop – business challenges. • The Talent Foundry – Barclays Life Skills programme. • Explore how subjects and learning links to future careers, helping students to make informed choices in future. • Explore and compare a variety of careers.	
Year 9	The focus in the Character and Resilience tutorial programme is for students to investigate the nature of careers and develop pupils aspirations for future career choice. To understand the range of post 16 options in order to inform KS4 choices. Identifying learning strengths and setting goals as part of the GCSE options process – delivered by tutors. • Year 9 Options Evening: All pupils have access to impartial careers advice and guidance to support them when choosing their GCSE options.	

	• Options assemblies and evening discussions. To ensure that pupils choose the appropriate options related to their future career interests. • Year 9 use of UniFrog Careers platform to perform independent research on the different opportunities available to them. • All pupils will take part in the National Careers Week & National Apprenticeship Week activities. • Career Ready Assembly: Understanding curriculum options choices, Pathway at 16 and Career Starter resources. • Apprenticeship resources for Key Stage 3 students. • Internal work-related experience workshops – Business challenge. • Make Happen University visits: Selected students participate in the Make Happen University of Essex University Secondary Focus Programme. To raise pupils aspirations and promote their interest in higher education. • The Talent Foundry - Bespoke skills development programme.	
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	• STEM (Science, Technology, Engineering and Maths) Enterprise Days and workshops. British Science Week is a ten-day celebration of science, technology, engineering and maths. Students will be using bespoke activity packs. • Year 9 (CIAG) - Thurrock Careers offering 1:1 careers advice and guidance interview to pupils in Year 9 with an EHCP. • Skill awareness and development work. • Explore personality traits for self-awareness. • Explore industries, local opportunities and Labour Market Information (LMI).	
Year 10	The Character and Resilience tutorial programme aims to help pupils with writing a CV, preparing for interviews, and completing application forms. In tutorial sessions pupils will understand the need for a CV, write a CV, know how to apply for jobs, compile letters of application and develop interview skills. Understand different	

types of employment, Apprenticeships, Internships and Training opportunities – delivered by tutors.

- Year 11 1:1 Careers interview with a qualified careers advisor. An action plan will be created and sent home to parents/carers. Priority interviews for pupils with an EHCP, SEN Support, LAC and those at risk of NEET.
- STEM (Science, Technology, Engineering and Maths) Enterprise Days. British Science Week is a ten-day celebration of science, technology, engineering and maths. Students will be using bespoke activity packs.
- Thurrock Careers & Jobs Fair.
- Make Happen – Presentation, FE & HE Education and Apprenticeships.
- Next step assembly covering: detail publish college and sixth form open days, process of application and how the selection process works.
- Understanding Sixth Form and College entrance requirements.
- Year 10 Post-16 College Taster Day's.
- Business Week for all Year 10 pupils, which will enable them to gain an insight into post-16 study options and the working world. Every pupil will take part in workshops, receive advice

	on how to complete a CV and a job application, have meaningful encounters with post-16 providers, post-18 providers and employers. • Information on Employer recruitment process, including challenging stereotypes in the workplace. • Complete Future Skills Questionnaire (FSQ). • Use of online UniFrog careers platforms to explore the different options related to their interests and skills. • Career Ready Assembly: Understanding post-16 and post-18 options & entry requirements. • 1:1 career advice and guidance interviews with Year 10 on the SEND register. Early intervention interviews for identified pupils. • Higher Education - Uni Taster Day.	
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Year 11	The Character and Resilience tutorial programme aims to help pupils understand the range of options available post-16 and how to get the information, advice and guidance they need to make the best choices for them. To learn about the application process for Post-16 options. To identify a range of post-16 pathways to make informed choices about their future; complete application forms, writing a CV, personal statement and prepare for interviews – delivered by tutors.. • Year 11 Intended Destinations surveys. • Follow up 1:1 careers advice and guidance interview, for those who self-refer or identified as needing additional career support. • Next step assemblies covering local college and sixth form open days, course entry requirements, the process of applications. • College and Sixth Form application process delivered by tutors • Preparation for Interviews. • Local Colleges and Sixth Form presentations/assemblies. • Local provider open events – Dates/times shared with students and parents/carers, displayed on academy website and career notice board.	
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	• Local and online opportunities shared with pupils – apprenticeships, traineeships and industry insight sessions. • Local college prospectus' provided to all year 10. pupils. • Intended and actual destination tracker until Post 16. • Year 11 progress evening: careers advisor to attend to speak to pupils and parents/carers on post-16 options. • STEM activities throughout the Academic year. • Explore all post-16 options available.	
	Careers Appointments Pupils requesting a careers appointment should speak to Miss Tyler who will ensure an appointment is made. Staff can also request an appointment to be made for a pupil. This must also be done via Miss Tyler. Appointments will be with Miss Tyler - Careers Lead and Advisor.	

Priority

Whilst all pupils are entitled to see a careers advisor there is limited time available for appointments.

Therefore, priority will be given in the following order:

- SEN and PP Pupils.
- Pupils at risk of NEET.
- Year 10 and 11 pupils.
- All other pupils.

CRL Programme Evaluation – All career related events and activities have evaluations completed, and the impact is measured and reviewed regularly.

Monitoring

Pupil participation and attendance in careers events is recorded on the Compass + (An online system that measures attendance against the Gatsby Benchmarks.)