

Yr	Phase	Careers Development Institute Focus	Gatsby Bench mark	Key Intent	Provision	Event Examples
Y7	Foundation and Awareness	Grow and Explore	1,2,3,4, 5	Build self-awareness, aspiration and an understanding of the world of work	Attributes for Success • Why study Personal Development • Leadership • Organisation • Resilience • Initiative • Communication • Unifrog	• Employer / provider talks • Challenging stereotypes in the workplace • Ad hoc events e.g. Army Surge Event • Lunchtime Apprenticeship Clinic • CORD Challenges
Y8	Foundation and Awareness	Grow and Explore	1,2,3,4, 5	Build self-awareness, aspiration and an understanding of the world of work	Launch Yourself • Buzz Quiz • Future Pathways using “Help You Choose” • Unifrog	• Employer / provider talks • Challenging stereotypes in the work place • Ad hoc events e.g. Army Surge Event • Lunchtime Apprenticeship Clinic
Y9	Exploration and Decision-Making	Explore and Manage	1,2,3,4, 7	Support informed option choices and develop employability understanding	Future Employment • I can be a... / National Careers Service Research • Skills for careers • Employability – applying and preparing • Skills Suitcase • Unifrog	• Employer / provider talks • Careers Expo (PP students) • Options Evening • Options Guidance Sessions (PP and SEND students) • Ad hoc events e.g. Army Surge Event, in-house work experience event (selected students) • Lunchtime Apprenticeship Clinic • Work Experience Preparation

Year	Phase	CDI Focus	Gatsby Benchmark	Key Intent	Provision	Events
Y10	Preparation and Application	Manage and Create	1,4,5,6,7	Prepare students for post-16 pathways and the workplace	Exploring Post-16 Options • Rights and responsibilities in the workplace • Workplace communication • Entrepreneurships • Unifrog	• Careers Expo • Employer / provider talks • Next steps evening • 1:1 Guidance sessions (PP and SEND students) • Ad hoc events e.g. Army Surge Event, in-house work experience event (selected students) • Lunchtime Apprenticeship Clinic • Work experience for all students – coming academic year 2026-7 • Sixth Form / Alternative Provision Taster Day
Y11	Transition and Next Steps	Manage and Create	1,2,3,7,8	Ensure successful transition into post-16 destinations	Exploring Post-16 Options • Different pathways • “Help You Choose” / Applica – applications • UCAS vs Employment • CV writing – “Skills Suitcase” • Interview Skills • T-Levels and Apprenticeships • 1:1 Guidance • Unifrog	• Employer / provider talks • Next steps evening • 1:1 Guidance sessions • Welcome to the Sixth Form Evening • Lunchtime Apprenticeship Clinic

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Sixth Form	Post-16 Specialisation and Progression	Explore, Manage and Create	1,3,5,6,7,8	Support strong post-18 outcomes	Applying for Higher Education - Researching possible courses and institutions - Access to Careers Library and prospectuses from universities - Specialist help with Oxbridge and Medicine applications - Application process and the UCAS system - Unifrog reference and personal statement system - Financing HE and preparing for student life - Conferences and tutor support - Pathways Day talks and support - Regular distribution of events, job, university and apprenticeship related opportunities via email 1:1 Guidance - Interview technique - Apprenticeship search engine on UCAS Hub and "Help You Choose" - Access to conventions and careers visits - Access to Careers Library - Encourage students to pursue volunteering opportunities both inside and outside school - Access to Massive Open Online Courses	- Visit to a University - UCAS University Fair - Visiting speakers and alumni talks - Lunchtime Apprenticeship Clinic - Y12 Work experience