



Careers Education, Information, Advice and Guidance



National Collaborative
Outreach Programme



2025-2026



Date: 22/09/2025	Author/Lead: SFO	Key Staff: SFO	SLT Link: SMO
------------------	------------------	----------------	---------------

This document outlines the strategy for careers guidance for all students across Campsmount. It provides a clear framework for students to make informed choices about their future, understand the world of work and what skills are needed and inspire students towards further study. The framework uses the Gatsby Benchmarks from the Gatsby Report on good career guidance in 2014 and maps this across each year group. We have also mapped the activities to the CDI framework for careers, employability and enterprise specifically relating to the 17 areas of learning, and the careers meaningful encounters aspiration. Following the change in Careers Leadership at Campsmount Academy, a review of this plan was undertaken, both as an annual requirement, but also to ensure that it remains on track with current accepted practice and accounts for any adjustments in approach since the previous revision.

Review Date: 22/09/2025

Impact Pathway



The Benchmarks			Year Group	Action	Led by	Cadence	Termly Target Date			
							Sum 25	Aut 25	Spr 26	Sum 26
1. A Stable Careers Programme Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.			ALL	1.1 A structured careers programme is published with identified leaders responsible for implementation.	SFO	Annually	✓	✓	✓	✓
				1.2 Careers programme is kept up to date on the website and any activities are published on the website to raise the profile of careers.	SFO/HP /SMO	Ongoing	✓	✓	✓	✓
				1.3 External providers used to enhance programme and add specific skills and experience where necessary.	SFO	Ongoing	✓	✓	✓	✓
				1.4 Promotion materials giving advice and guidance are regularly used and displayed around the academy, including posters, TV displays, bookmarks and other resources.	SFO / CGS	Ongoing	✓	✓	✓	✓
Compass Benchmark	Target	100%		1.5 A review of the careers programme is conducted using the COMPASS+ tracking tool every term and the Careers improvement plan is updated accordingly.	SFO	Periodically , 1 review per term	✓	✓	✓	✓

	Current	100%		1.6 The Careers programme is integrated with the compass+ programme in order to maximise the impact of and advice that is given to students.	SFO	Ongoing	✓	✓	✓	✓
				1.7 SFO to plan and deliver assemblies to raise awareness of Careers Department in 'Career Focus Weeks'. These are scheduled throughout the year, one per term in addition to apprenticeship week and careers week.	SFO	Ongoing	✓	✓	✓	
2. <i>Learning from Career and Labour Market Information</i> Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.			ALL	2.1 Labour market information is made available to students.	SFO	Continuou s	✓	✓	✓	✓
			ALL	2.2 COMPASS PLUS is used and all careers activities are tracked and printed on a termly basis for students to have access to their careers education.	SFO	Continuou s	✓	✓	✓	✓
			ALL	2.3 Labour market information shared on the school website, TV displays, social media and within the careers office.	SFO / CGS	Continuou s	✓	✓	✓	✓
Compass Benchmark	Target	100%	ALL	2.4 Careers section of the website is kept up to date with relevant materials.	SFO/SM O	Ongoing, with EoY review	✓	✓	✓	✓
	Current	100%								
The Benchmarks			Year Group	Action	Led by	Cadence	Termly Target Date			
							Sum 25	Aut 25	Spr 26	Sum 26
3. <i>Addressing the Needs of Each Student</i> Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.			ALL	3.1 Careers programme which seeks to challenge stereotypical thinking and raise aspirations.	SFO	Ongoing	✓	✓	✓	✓
			ALL	3.2 Personal guidance interviews are prioritised for SEND/vulnerable/Priority students in all key year groups.	SFO/ DC	First Term	✓	✓	✓	✓
			Y11	3.3 All Y11 students have internal 1-1 Careers guidance with level 6+ Careers Advisor SFO	SFO	First Term	✓	✓	✓	✓
			ALL	3.4 Use COMPASS PLUS to track careers events and guidance.	SFO	Ongoing	✓	✓	✓	✓
			ALL	3.5 Use the range of effective student data to target careers advice and influence career aspirations and targets.	SFO	Ongoing	✓	✓	✓	✓
			ALL	3.6 Students keep details of careers activities and IAG on Teams to ensure they are aware of advice given and choices made.	SFO	Ongoing	✓	✓	✓	✓

			Y10	3.7 Every student in KS4 will have at least 1 business visit or 1 higher education visit based on their desired career path.	SFO	Ongoing	✓	✓	✓	✓
			Y10	3.8 Content delivered in life skill sessions and Aspire sessions.	SFO	Ongoing	✓	✓	✓	✓
Compass Benchmark	Target	100%								
	Current	100%								
			Year Group	Action	Led by	Cadence	Termly Target Date			
The Benchmarks							Sum 25	Aut 25	Spr 26	Sum 26
4. <i>Linking Curriculum Learning to Careers</i> All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.			Y7-Y9	4.1 Science to take a lead role in STEM development and link to careers.	SFO/LB Y	Ongoing	✓	✓	✓	✓
			Y7-Y9	4.2 Continue to audit careers related learning within curriculum subjects and map this learning within KS3. Particularly with a focus on RS and Life Skills.	SFO	Ongoing	✓	✓	✓	✓
			ALL	4.3 Each faculty area to have a display/poster relating to careers within this area.	HOF	First 2 terms	✓	✓	✓	✓
			ALL	4.4 Students to develop Character, Social Awareness, Employability Skills and current event awareness through assemblies and ASPIRE time activities. (See ASPIRE delivery plan).	SFO / CGS / SMO	Ongoing	✓	✓	✓	✓
Compass Benchmark	Target	100%	ALL	4.5 CPD relating to careers to be signposted to all staff.	SFO	Ongoing	✓	✓	✓	✓
	Current	100%								
			Year Group	Action	Led by	Cadence	Termly Target Date			
The Benchmarks							Sum 25	Aut 25	Spr 26	Sum 26
5. <i>Encounters with Employers and Employees</i> Every student should have multiple opportunities to learn from employers about work, employment and the skills that			ALL	5.1 Assembly activities delivered by external parties. These external visitors are from the local area so are potential employers.	CGS	Final 3 terms		✓	✓	✓
			Y10 & Y11	5.2 Doncaster & Leeds careers Fair visit with effective pre and post learning activities.	SFO	Autumn (Y11) & Spring (Y10) Term		✓	✓	

are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.			Y10	5.3 Plan work experience for Y10.	SFO	Autumn & Spring Term		✓	✓	✓
Compass Benchmark	Target	100%	ALL	5.4 All students to have access to careers videos provided by Opportunities Doncaster to focus on current and past apprentices in Doncaster. Made it in Doncaster.	SFO	Spring Term			✓	✓
	Current	100%								

The Benchmarks			Year Group	Action	Led by	Cadence	Termly RAG			
							Sum 25	Aut 25	Spr 25	Sum 26
6. <i>Experiences of Workplaces</i> Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.			ALL	6.1 Use the Give an Hour Campaign to invite local employers to speak to our students.	SFO	Ongoing				
			ALL	6.2 Employer encounters to be tracked using COMPASS Plus	SFO	Ongoing	✓	✓	✓	✓
			Y10	6.3 All students will complete a workplace experience visit / virtual visit by the end of year 10, including either, work experience, virtual work experience, work shadowing or workplace visit, according to individual needs analysis.	SFO	Spring & Summer Term			✓	✓
			Y10-Y11	6.4 All workplace experience should have pre and post activity briefings and evaluations.	SFO	Ongoing			✓	✓
			ALL	6.5 Career – related volunteering and citizenship to be encouraged across the Academy, particularly linking to character development and DofE.	SFO/AWI	Ongoing	✓	✓	✓	✓
Comp ass Bench mark	Target	100 %	Y11	6.6 HODs / HOFs promoted to plan subject specific trips and visits. Visits to be tracked on Subjects specific trips and visits tracking document.	SFO/ HOD/ HOF	Ongoing	✓	✓	✓	✓
7. <i>Encounters with Further and Higher Education</i> All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.			9,10,11	7.1 'Discover Us' programme is implemented effectively into Academy to promote University to 'disadvantaged' students.	AM	Ongoing	✓	✓	✓	✓
			10, 11	7.2 Promotion and attendance at Doncaster Apprenticeships Fair with linked Apprenticeships literature distributed.	SFO	Spring Term			✓	
			10, 11	7.3 All students given information regarding different Post 16 providers including meetings with them at Regional Careers Fair.	SFO	Ongoing	✓	✓	✓	✓
			9-13	7.4 HE Assemblies to be booked in Careers focus weeks for Y9 – Y11.	SFO	Ongoing	✓	✓	✓	✓

	11	7.5 Develop Alumni network	SFO	Spring & Summer Term			✓	✓
--	----	----------------------------	-----	----------------------	--	--	---	---

The Benchmarks			Year Group	Action	Led by	Cadence	Termly RAG			
							Sum 25	Aut 25	Spr 26	Sum 26
8. Personal Guidance Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.			11	8.1 Every student will have a careers guidance interview according to the individual's needs.	SFO	Autumn & Spring Term		✓	✓	✓
			10	8.2 All of Year 10 students will have a personal guidance meeting regarding future plans and personal pathway.	SFO	Spring & Summer Term		✓	✓	✓
			11	8.4 May return completed and returned to DCC relating to both Year 11 student intended destinations.	SFO/LAR	Spring Term			✓	
			11 / Post 16	8.5 September guarantee completed and returned to DCC relating to actual destinations and NOR for Campsmount.	SFO/LAR	Autumn Term		✓		
			11 / Post 16	8.6 October Activity Survey completed and returned to DMBC relating to destination of all Year 11 students including chasing up of unknowns and potential NEET's.	SFO/LAR/DH	Autumn Term		✓	✓	✓
Compas s Benchm ark	Target	100%								
	Curren t	100%								

- OD – Opportunities Doncaster
- HOD – Head of Department
- HOF – Head of Faculty

- NEET – Not in Education, Employment or Training
- DCC – Doncaster City Council
- STEM – Science, Technology, Engineering & Mathematics
- CPD – Corporate Professional Development
- CDI – Careers Development Institute