

Careers Plan

Intent:

At Jus'T Learn Independent School, we are committed to delivering a high-quality, inclusive and forward-looking Careers Education, Information, Advice and Guidance (CEIAG) programme. Our intent is to ensure every learner—regardless of background, ability, or learning environment—has access to impartial, personalised support that prepares them for success beyond school. This Careers Plan aligns with the Department for Education's careers guidance and access guidance updated 23 June 2026, the refreshed Gatsby Benchmarks, the Independent School Standards, and Ofsted's renewed inspection framework for non-association independent schools in use from September 2026. It also reflects our Alternative Provision (AP) context, ensuring careers guidance supports aspiration, personal development, progression, reintegration and successful transition.

Year Group	Year 7	Year 8
Programme Summary	Who am I? Focus: Developing self-awareness and understanding personal strengths, interests and skills. Students begin to explore the concept of work, different job types, equality and stereotypes, and how learning links to future opportunities.	Exploring the World of Work Focus: Expanding understanding of different sectors, career pathways, and employability skills. Students start to make links between subjects, skills, labour-market information and potential careers, including academic, technical and vocational pathways.
Activities	- Self-assessment and strengths identification (Skills Builder introduction) - 'All About Me' career passport / digital portfolio - Guest speaker assembly: 'My Job Story' - Careers in the Curriculum Week - Employer Encounter 1: local industry presentation or virtual tour - PSHE session: 'Why do people work?' and 'Jobs of the Future'	- Skills Builder Level 2: teamwork and communication - Employer Encounter 2: STEM challenge or enterprise day - Visit to a local business or FE/HE provider - Interactive workshop: 'How school subjects connect to jobs' - College or university taster event - Alumni guest panel: former students discuss their pathways - Reflection log on career aspirations

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Year Group	Year 9	Year 10	Year 11
Programme Summary	Making Choices Focus: Informed decision-making about GCSE or vocational options, understanding current local labour market information, equality and progression routes, and exposure to a broad range of employers and career routes.	Preparing for the Future Focus: Building employability skills, gaining meaningful real-world experience, developing professional confidence and preparing for post-16 progression.	Next Steps and Transitions Focus: Supporting students to make confident, informed post-16 choices and preparing for further education, apprenticeships, technical/vocational training or employment.
Activities	Options workshop linking subjects to career pathways - Employer Encounter 3: Career sector carousel event - Work-related learning project / enterprise challenge - Labour Market Information (LMI) lesson using current and reliable sources - Pathway comparison: academic, technical, vocational and apprenticeship routes - Careers Fair with colleges, employers and training providers - 1:1 Personal Guidance Interview with Careers Adviser	- Skills Builder advanced sessions: problem-solving and leadership - Meaningful workplace experience, normally including a one-week placement or an appropriate equivalent; preparation, safeguarding and reflection are required - Employer Encounter 4: mentoring session or industry workshop - Mock interviews with local employers - CV and personal statement writing workshops - College and apprenticeship talks - 1:1 Careers Adviser meeting - Reflection and evaluation log, including pupil feedback and next-step	- Post-16 options workshop (college, apprenticeships, work) - Employer Encounter 5: alumni and apprenticeship talks - Application support for colleges and apprenticeships - Mock interviews and employability skills sessions - Final 1:1 Careers Guidance meeting - Careers Fair / Destination Event - Labour market update session - Transition mentoring for vulnerable, SEND and AP students, with targeted support for pupils at risk of NEET

	- For AP learners: workplace taster project or on-site employer encounter	actions - For AP learners: flexible work placements, employer-led in-reach sessions	
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Curriculum

Careers learning is embedded across the school curriculum, particularly in PSHE, ICT, Citizenship, English, Maths and Prince's Trust programmes. Teachers integrate career-related content within lessons, linking knowledge and skills to real-life applications, occupations, sectors and progression routes in line with Gatsby Benchmark 4. Subject leaders should identify and review careers links annually.

Employer engagement - Work Experience and Work Shadowing

We value the importance of young people experiencing the world of work and engaging directly with employers. Every pupil from Years 7 to 11 will have at least one meaningful employer encounter per year, with opportunities designed to be purposeful, interactive, prepared for and followed by reflection. Year 10 pupils normally undertake a structured workplace experience, while Year 11 pupils focus on transition planning and post-16 destinations. For pupils in Alternative Provision or with SEND, flexible workplace experiences and suitable alternatives are arranged to meet individual needs, accessibility and safeguarding requirements.

Careers Day Itinerary:

Our annual Careers Day brings together colleges, sixth forms, universities, independent training providers, apprenticeship providers, employers and alumni to support pupil progression. Example sessions include:

- Post-16 Pathways: Colleges, Apprenticeships, and Work Options
- 'What are Apprenticeships?' Presentation
- STEM Taster Sessions linking curriculum to careers
- CV Writing and Interview Skills Workshops
- Budgeting and Financial Readiness for 16+
- Inspirational Speaker: 'My Journey to Success'

Careers Evaluation

All careers' events and activities are evaluated by pupils and staff. Impact is monitored through Compass+ / Gatsby self-assessment, pupil participation and feedback, parent/carer feedback, employer/provider feedback, personal guidance records and destination data. Termly findings are reviewed by the Careers Leader and SLT, with an annual strategic review shared with governors/proprietors to identify strengths, gaps and improvement priorities.

Teachers:

All staff have access to the school's careers plan and contribute to its delivery. Careers education is embedded within the wider curriculum, personal development, SMSC and pastoral programmes. Staff receive annual CPD on embedding careers in teaching, current pathways and labour-market information, inclusion/SEND and relevant statutory or national guidance. Staff are expected to identify pupils who require additional careers support.

Employers / Provider Access Policy

In accordance with the school's commitment to the Independent School Standards and the Department for Education's 2026 careers guidance and access guidance, all pupils in Years 7–11 are entitled to impartial information and meaningful access to a wide range of education and training providers. Where statutory provider-access duties apply, the school will comply with the relevant legal requirements and its separate Provider Access Policy. Providers wishing to request access should contact Zarmeen Zubair, Careers Lead, at careersadvisor@justlearn.org.uk or call 0208 648 9662.

Pupil Entitlement

All pupils in years 7-11 are entitled to:

- planned careers provision which provides information about the full range of education and training options, including technical and apprenticeship routes, at each transition point.
- information from a wide range of education and training providers about the opportunities they offer– through options events, assemblies and aspirations events.
- to understand how to make applications for the full range of academic and technical courses.

Management of Provider Access Requests

Access Procedure

A provider wishing to request access including virtual activities should contact Zameen Zubair, Careers Lead.

Telephone: 0208 648 9662; Email: careersadvisor@justlearn.org.uk

Refer to the schools Provider Access Policy.

Careers Advisor: Zameen Zubair

0208 648 9662

careersadvisor@justlearn.org.uk

Inclusion, SEND and Alternative Provision

Careers provision is adapted to pupils' individual needs and starting points. Pupils with SEND, disadvantaged pupils, vulnerable pupils and pupils in Alternative Provision will receive additional support where required, including accessible information, reasonable adjustments, extra preparation, supported employer encounters, flexible workplace experiences and enhanced transition mentoring. The school will monitor participation and destinations for groups who may face barriers to progression and take action where gaps are identified.

Monitoring and Impact

The Careers Leader will review the programme termly against the eight Gatsby Benchmarks using Compass+ or the current CEC evaluation tools.

Evidence will include pupil participation, pupil voice, personal guidance, employer/provider feedback, curriculum mapping, work experience records and destination outcomes. Findings will be reported to SLT and governors/proprietors, with actions recorded in an annual improvement plan.

Annual Review

This Careers Plan will be reviewed annually and sooner where there are changes to legislation, DfE guidance, Gatsby implementation expectations, Ofsted inspection arrangements or the school's context. The next scheduled review is July 2027.

2026–2027 Reference Framework

- Independent School Standards guidance (April 2026), including the requirement for accurate, up-to-date and impartial careers guidance.
- Department for Education, Careers guidance and access for education and training providers, updated 23 June 2026.
- Refreshed Gatsby Benchmarks and Gatsby Benchmark Toolkit.
- Ofsted inspection information for non-association independent schools, for use from September 2026.