3 YEAR CAREERS STRATEGY AND ACTION PLAN

2026 -2029

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1.Introduction

North Chadderton School is the lead school in The Oak Multi Academy Trust with a clear simple vision to ensure all our students are:

School ready, Work ready and Life ready

North Chadderton School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

The School has already established a range of effective careers guidance activities which will guide support our students to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes and Employment.

The school has been nationally recognised for its approach to developing entrepreneurial skills and is involved in a range of national and international activities that develop employability skills

This careers strategy sets out the schools key approaches to enhance the current careers guidance activities and participation opportunities that are available to our students.

The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential.

The school will collaborate throughout this strategy with a range of external agencies to enable us to meet the mandatory requirements of the Department for Educations' Careers Strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Greater Manchester Combined Authority – Bridge GM, Further Education (FE) and Higher Education (HE) providers, Training providers and a wide range of local, national and international employers.

The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that North Chadderton will meet the eight "Gatsby Benchmarks", set out within the Department for Educations' Careers Strategy by the end of 2020.

This strategy outlines the school approach to delivering careers guidance to students throughout their journey in North Chadderton. Careers activity will take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

The strategy will be an integral part of the three year school development plan is a specific focus in the “Developing our Character” strand

Key to the success of this strategy is the professional development of all staff, the school will ensure that a member of the Senior Leadership team has undertaken relevant training and all staff will have the knowledge and skills to be a part of the whole school approach to Careers guidance

The strategy will be approved and monitored by the Headteacher and the Local Advisory Board

2. Vision

To develop our students personally and academically to be life and work ready and ensure that students and their parents/carers are able to take control of their future by making informed choices at key points in their school life.

3. Strategic Objectives

- To raise attainment by equipping staff with the knowledge and skills to deliver innovative careers information and advice so that pupils are on the correct pathways.
- To encourage students to become reflective learners who are self-aware of their strengths, skills and attributes and how these link to career and life planning.
- To ensure the current provision maximises opportunities for all students to develop employability and life skills.
- To build on careers in the curriculum so that pupils are aware of pathways that their subjects can create

4. Current Position

Our Strengths

- A whole-school vision focused on developing employability skills and ensuring all students are prepared for life and work beyond school.
- Achievement of 100% across all Gatsby Benchmarks, supported by a dedicated and experienced Careers Leader based within the school.
- A leadership team and staff who are fully committed to delivering high-quality careers education, information, advice and guidance.
- A careers policy approved by the Local Advisory Committee, with regular updates provided through the Headteacher's termly report.

- A well-established careers team comprising a Senior Leader, a Senior Leader for Post-16 Provision, an Independent Careers Adviser and the Careers and Character Administrator.
- A fully qualified Careers Leader with responsibility for strategic oversight and development.
- A comprehensive careers strategy with clear outcomes and a detailed delivery plan, including independent and impartial guidance provided through Positive Steps.
- Dedicated curriculum time for careers education through the weekly Personal Development Programme, ensuring all students have regular and equitable access to careers learning.
- Significant investment in careers provision, including the purchase of 3.5 days per week of independent careers guidance from Positive Steps, supporting students from Years 7–13.
- NEET (Not in Education, Employment or Training) figures that are consistently at or below national averages.
- Comprehensive learning journeys that clearly map careers provision and provide staff with guidance on delivery and progression.
- Leadership of the Oldham Careers Network, facilitating collaboration, sharing best practice and shaping careers education across the borough.
- Termly evaluation of Gatsby Benchmark performance through the Compass+ tool to ensure continuous improvement.
- A strong culture of business and enterprise that provides students with a broad range of enrichment and employer engagement opportunities.
- An established Enterprise Adviser partnership with Melanie Mackenzie (Advania plc).
- Strong relationships with a range of high-profile employers, including Acute Pennine NHS Trust, KPMG, Casey Construction, Advania, Ultimate Products and Network Rail.
- Access to local, national and international careers-related opportunities that broaden students' aspirations and experiences.
- A dedicated Year 12 Progression Programme designed to support students in planning and successfully achieving their next steps.

Areas for Development

- Increasing parental engagement to ensure all students can fully access opportunities and explore a broad range of progression pathways.
- Further embedding careers education across all curriculum areas, particularly within core subjects, to strengthen links between learning and future careers.
- Enhancing the visibility and use of Labour Market Information (LMI) for both staff and students to support informed decision-making and raise aspirations.
- Continuing to broaden employer engagement opportunities to ensure students gain exposure to an even wider range of sectors and career pathways.
- Further developing mechanisms to evaluate and measure the long-term impact of careers provision on student outcomes.

Our Opportunities

- Beacon School Status and Leadership of the Oldham Careers Network, providing opportunities to influence careers strategy across the borough, share best practice and strengthen collaborative working.
- Strong links with the Oldham Opportunity Area legacy programmes and wider Greater Manchester initiatives, creating access to additional resources, partnerships and funding opportunities.
- The continued development of Modern Work Experience and evolving statutory careers guidance, enabling students to access more meaningful and flexible employer encounters.
- Growing partnerships with local employers, including those within the healthcare, digital, engineering, construction, transport and professional services sectors, reflecting key growth industries within Greater Manchester.
- Increased focus on technical pathways, apprenticeships and T Levels, broadening progression opportunities for students and raising awareness of alternative routes to employment and higher education.
- Expansion of virtual employer encounters, webinars and online work experience programmes, allowing students to engage with national and international employers.

- Greater use of Labour Market Information (LMI) to align careers education with local and regional skills needs and employment opportunities.
- Strengthening partnerships with local colleges, universities and training providers to ensure students have access to high-quality progression information and guidance.
- Opportunities through the GMACS (Greater Manchester Apprenticeship & Careers Service) and Careers Hub to enhance employer engagement and careers learning.
- Further development of student leadership opportunities through ambassador programmes, enterprise activities and community projects.
- Growing emphasis on social mobility and aspirations across Oldham, creating opportunities to secure external funding and participate in innovative careers initiatives.
- Increased employer demand for soft skills, resilience, communication and teamwork, aligning closely with the school's employability and character education programmes.

Our Threats

- The ongoing impact of the cost-of-living crisis, which may limit students' ability to participate in visits, enrichment activities and work-related learning opportunities.
- Increasing pressures on school budgets, potentially affecting the resources available for careers education, employer engagement and external provision.
- Changes to statutory guidance and educational policy that may place additional demands on schools and careers teams.
- New legislation and requirements allowing learners in Years 7–11 to access additional provider encounters, creating increased demand on schools and external providers to deliver high-quality experiences.
- Capacity challenges among employers, training providers and further education institutions, potentially reducing opportunities for student engagement.
- Staff turnover and recruitment challenges, which can affect continuity, leadership and the long-term development of careers provision.

- Competition for employer support from other schools and colleges within Greater Manchester, making it more challenging to secure meaningful employer encounters.
- Economic uncertainty and fluctuations in the local labour market, which may impact apprenticeship availability and employment opportunities for young people.
- Low levels of parental engagement among some families, limiting students' awareness of the full range of progression pathways available to them.
- Rapid technological change and the emergence of new industries, requiring continuous updating of careers information and staff knowledge.
- Rising levels of student mental health and wellbeing needs, which can create barriers to career planning, aspiration and progression.
- Transport and accessibility challenges for some students when accessing placements, higher education institutions and employer-led opportunities outside the local area.
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5. Destination data

Percentage in Education or Employment for at least 2 terms after completing Key Stage 4

These figures show the number of pupils who either stayed in education or went into employment after finishing key stage 4 (after year11). These figures are the most up to date nationally produced data and reflect the percentage for the cohort who left two years prior to the publication date

	2019 (For leavers in 2017)	2020 (for leavers in 2018)	2021 (for leavers in 2019)	2022 (for leavers in 2020)	2023 (for leavers in 2021)	2024 (for leavers in 2022)	2025 (for leavers in 2023)
School	94%	93%	95%	96%	97%	92%	95%

Local Authority state-funded schools	93%	92%	93%	93%	92%	92%	90%
England state funded schools	94%	87%	94%	94%	94%	93%	92%

Student destinations (education and employment after 16-18)

Students staying in education or employment for at least 2 terms after 16-18 Level 3 study

Students finishing 16-18 study who stayed in education or went into employment from October to March the following year or stayed in an apprenticeship for at least 6 months.

	2019 (for leavers in 2017)	2020 (for leavers in 2018)	2021 (for leavers in 2019)	2022 (for leavers in 2020	2023 (for leavers in 2021	2024 (for leavers in 2022	2025 (for leavers in 2023
School	94%	95%	93%	84%	92%	92%	86%
Local Authority state-funded schools	79%	unknown	78%	76%	82%	75%	75%
England state funded schools	81%	88%	81%	79%	83%	80%	79%

Careers Team info

Job Title:	Responsible for:	Accountability reports to:
Careers Leader Amanda Marsh	Leading on careers provision for the school and Trust. Developing the strategic plan for careers across the trust. Facilitating and organising events to enable the trust to gain 100% on the Gatsby Benchmark framework and to support the baker clause.	Tracey Walker – Senior Director
Enterprise Advisers Melanie Mackenzie	Link with employers. Being able to facilitate events and introduce businesses to school	Amanda Marsh – Assistant Director
Careers Adviser – Abdul Azad	Personal Guidance for year groups. Development planning – NEET chasing. Workshops.	Amanda Marsh – Assistant Director
Co Headteachers – Nick Angus/Nik Westhead	Supporting careers opportunities and the fulfilment of the Gatsby Benchmark's and the Baker Clause	LAC Board
Link Governor – Jaiur Rahman	Supporting careers opportunities and the fulfilment of the Gatsby Benchmark's and the Baker Clause. Meeting with A Marsh r to ensure that the careers strategy is in	LAC Board

	line with the trust board strategy and that they are fully supportive of what we are doing.	
Staff Advocate – English –Gemma Moore	Embedding careers in the curriculum. Ensuring that events are organised as per their schemes of learning and that the Future's week events run to schedule. Staff within their departments should be fully on board with careers in the curriculum and this should be showcased in weekly briefings.	SLT Link – Stacey Berney
Staff Advocate – Science – Dan Bins (STEM)		SLT Link – Stacey Berney
Staff Advocate – Humanities – Zoe Brandon		
Staff Advocate – (Health and Social) Sarah Mossop		
Staff Advocate – KS5 - James Mannix		
SEND coordinator – Kieran Russell	Co-ordinate with the careers advisor to ensure enhanced pathway progression documents are completed for the relevant pupils. Liaise with A Marsh to ensure all SEND pupils are able to access future pathways options and can visit institutions for their next steps.	Co Headteachers Nick Angus/Nik Westhead
Tutors	Passing on information about events, college information. Delivering some careers information during careers week and apprenticeship week. Being aware of pathways via staff CPD session so they are informed to answer questions from pupils.	SLT Link – Tracey Walker

PSHE Curriculum Coordinator – Rebecca Hargreaves	Liaising with A Marsh to ensure there's enough time in the PDP programme to develop careers at key points in the year. 7 sessions are given to each year group throughout the academic year and it's the PDP co-ordinator's job to ensure these are planned properly. Liaise with A Marsh around audits of delivery and staff	SLT Link - Amanda Marsh
Ambassadors - A group from y7-13	Event management and help with Future's weeks and the evaluations of pupils. Organising the careers noticeboard	Amanda Marsh

7. Current activities for Y7-13

Careers Provision at North Chadderton School

Year 7

- Access to attend a weekly lunch time drop-in to speak to Careers Adviser for careers advice.
- Careers Advisor Form Activities
- Involved in **Future's Week with employer encounters**
- **Employer exhibition**
- Visiting Speakers to assembly
- Careers Week Events (March)
- Modern work experiences via Futures week, visits and activities
- Careers event in school with employers

Yr7 Careers Lesson themes during PDP include:

Why is education important? **What are your choices?**

Explore your employability skills **Buzz Quiz: Career Exploration**

Year 8

- Access to attend a weekly lunch time drop-in to speak to Careers Adviser for careers advice.
- Students are offered one to one appointment with Careers Adviser to discuss options and start to explore future plans.
- Involved in **Future's Week with employer encounters**
- Visiting Speakers to assembly

- Careers Week Events (March)
- Big Assembly Webinar - Year 8/9 that covers apprenticeships
- Modern work experiences via Futures week, visits and activities
- Careers event in school with employers

Yr8 Careers Lesson themes during PDP include:

Developing a 'can do' attitude **Personal Profile- My skills**

Career Exploration

Year 9

- Access to attend a weekly lunch time drop-in to speak to Careers Adviser for careers advice.
- Involved in **Future's week** with a number of activities
- Careers Adviser attends reviews for students with statements
- Visiting Speakers to assembly
- Careers Week Events (March)
- University Visit for all year 9
- Army Event
- Vocational Routes Assembly
- All students are offered a one to one appointment with Careers Adviser
- Pathways to success Evening for GCSE Options
- Vocational Routes assembly Local FE College Assembly for all year 9 pupils about Vocational routes and apprenticeships
- Talk and Q&A Session by Local College for all year 9 pupils about T Levels
- Big Assembly Webinar - Year 8/9 that covers apprenticeships

- Modern work experiences via Futures week, visits and activities
- Careers event in school with employers

Yr9 Careers Lesson themes during PDP include:

Personal Profile- Skills and qualities

Career Exploration

Preparation for choosing GCSE Options

Greater Manchester Labour Market Information

Year 10

- Vocational Routes Event (Evening event) to meet vocational providers for apprenticeships
- All year group have access to attend a weekly lunch time drop-in to speak to Careers Adviser.
- Involved in **Future's Week** with a number of activities
- Taster sessions at vocational providers
- Year group assembly on Apprenticeships, to inform students this is an option after year 11.
- **Work Experience Opportunity for 5 days**
- All students are offered a one to one appointment with Careers Adviser
- Visiting Speakers to assembly
- Careers Week Events (March)
- Year 10 Apprenticeships Talk
- Careers event in school with employers

Yr10 Careers Lesson themes during PDP include:

Employability skills

Who chooses your career?

Is there another way? **Career Pathway Action plan**

Work Experience analysis

Year 11

- Vocational Routes Event (Evening event) to meet vocational providers for apprenticeships
- Post 16 evening with providers
- Careers event in school with employers
- All students offered one to one appointment with Careers Adviser to further explore their ideas for after year 11 and to support with making applications.
- Careers Adviser gives out open day information to all colleges so students are made aware.
- College prospectuses available for all colleges from Careers Adviser and all students are made aware of this.
- Careers Adviser offers weekly lunch time drop in where students can get help with making applications/CVs or for general advice.
- Students take part in mock interviews arranged by school.
- Involved in **Future's Week** with a variety of activities and taster sessions
- Careers Adviser attends transition Reviews for students with statements
- Visiting Speakers to assembly
- Careers Week Events (March)
- Year 11 Taster Day – involving all pupils visiting the local FE College and Sixth Form.
- Year 11 Assembly on T Levels and other vocational routes by Manchester College.

Yr11 Careers Lesson themes during PDP include:

The Year ahead – Action Planning **NCS Creating a Lifelong Learning Account Which way now? – Post16 Options**
Creating a CV/Preparing for interviews

Year 12 and 13

- Involved in **Future's Week** with a variety of activities
- Labour Market Presentation
- Opportunity to self refer for Careers appointments with the Careers Adviser
- University tour in Summer
- Work Experience Week for Yr12 students
- Manchester/Leeds ACCESS Programme
- Social Mobility Foundation
- Futures Programme via University of Huddersfield
- Pathways talks from North Chadderton alumni
- Use of Unifrog online planning tool for Post18 planning
- Bespoke careers mentoring for non-university pathway students
- Visiting Speakers to assembly
- Careers Week Events (March)
- Year 12 talk and workshop by local apprenticeship employer about apprenticeships in their business
- Year 13 assembly with information from a provider about post 18 academy and degree apprenticeships
- Year 13 talk by GM Apprenticeships
- Year 12 trip during Future's week to Huddersfield University
- Year 12 Futures week employer day
- Year 12 visit to National Apprenticeship Expo Event (University and Apprenticeship Event)

Yr12/13 Careers Lesson themes during PDP Lessons include:

Action Planning **Career Exploration**

Which way now? – Post18 Options **UCAS applications**