

Benchmark	How we demonstrate this at Pivot Academies
A stable careers programme	<ul style="list-style-type: none"> • Careers information embedded into Curriculum maps and shared with students during lessons:- PSHCE, Preparation for Adulthood, Employability, Optionally – Vocational courses, Business Studies, Charitable enterprise events. • Careers is an element of our PSHCE Golden Thread – cross curricular links which feature in all lessons. • Form time programme that includes work related topics, skills development and labour market information. • Resources available within school
Learning from careers and labour market information	<ul style="list-style-type: none"> • Access to appropriate information and resources on the website • Form Time & PSHCE lessons focus on Labour Market Information (LMI) and careers information. • All years access Careers information via the tutor programme. • Information for parents via letter/portal signing posting to LMI information
Addressing the needs of each student	<ul style="list-style-type: none"> • Subject specific careers resources used to challenge stereotypes and raise aspirations across all subjects and key stages • Promotion of STEM activities to girls, • Tracking document systematically records each students' careers advice /activity • Works with the LAs to ensure a timely submission of potential destinations to enable a smooth transition • Key Workers as Careers Champions
Linking curriculum learning to careers	<ul style="list-style-type: none"> • Vocational & STEM subjects ensure future careers paths are embedded into the teaching curriculum • Annual in house Careers Fair for all groups, alongside local Careers Fairs visits • Activities and events signposted via the newsletter to all year groups during National Apprenticeship Week (NAW) February and National Careers Week (NCW) in March. • Careers displays regularly updated.
Encounters with employers and employees	<ul style="list-style-type: none"> • Annual in house Careers Fair (parent/carers invited) for all groups, alongside local Careers Fairs visits • During Careers Week employers are invited to talks and hotspots for all groups • Students have Mock Interviews every year • Staff to talk to students about career pathways relevant to their subjects and experience • Options choices are annually made with a focus on curriculum pathway, next steps and encouraging aspiration • Offer an Extended Work Experience programme
Experiences of workplaces	<ul style="list-style-type: none"> • Offer an Extended Work Experience programme • Trips and visits to workplaces for business talks
Encounters with further and higher education	<ul style="list-style-type: none"> • All students take part in two trips to FE/HE • Assembly, Form and Careers Week talks for all groups from local FE/HE providers. • Annual Vocational options at FE providers • Taster sessions in Vocational options at FE providers • FE/HE/Colleges/Apprenticeships attend Careers Fair
Personal guidance	<ul style="list-style-type: none"> • All students' have an annual individual independent careers interview with a focus on careers and future pathways. • All students have access to Mock Interviews and feedback • All students have access to assisted interviews with FE/HE/Colleges and apprenticeships