

Careers Programme 2025-26

Careers Leader: Helen Mullen

SLT Link: Helen Mullen, Assistant Vice Principal (Personal Development)

Our Careers Programme at Dixons Newall Green Academy is based on the Gatsby Benchmarks, the framework that outlines good careers practice, as well as being underpinned by the six learning areas described as necessary for careers success by the Careers Development Institute (see Careers Policy). Please see below for the Gatsby Benchmarks along with Key Performance Indicators:

Gatsby Benchmarks

Gatsby Benchmark 1 - A stable careers programme

Key performance indicators:

- A full careers programme planned for every year group.
- Evaluating the careers programme with staff, students, parents and other stakeholders.
- All activities logged on Compass+ to evidence stable careers programme and to demonstrate pupil-level careers education provision.

Gatsby Benchmark 2 - Learning from careers and labour market information

Key performance indicators:

- All students prior to choosing their options will have had careers information to support the process.
- All students prior to leaving Dixons Newall Green Academy will have had careers information to support their post-16 choices / applications.
- Engagement of parents with the careers process through parent forums, work experience support and attendance at options evening / Year 11 information evening and all parents' evenings.
- Local and national LMI will be used to inform the PDS curriculum career spotlights within lessons

Gatsby Benchmark 3 - Addressing the needs of each pupil

Key performance indicators:

- The careers programme in all year groups will actively seek to address stereotypes and provide diverse representation.
- Students able to access records of their own careers learning to support their career development via UniFrog.
- Students with SEND, Care Experienced / vulnerable students and those at risk of becoming NEET prioritised for personal guidance and additional support.

Gatsby Benchmark 4 - Linking curriculum learning to careers

Key performance indicators:

- STEM subjects & their links promoted to all students.
- Planned use of career spotlights across all subjects over the academic year will support students' understanding of how individual subjects are important for specific career roles.
- All curriculum leads to identify career-related activities to take place in lessons during National Careers Week and school Futures Week.
- Dixons Newall Green Academy will engage with local and national employers, apprenticeship providers, colleges and universities to help improve careers education and prospects for our students.

Gatsby Benchmark 5 - Encounters with employers and employees

Key performance indicators:

- Students will engage in at least one meaningful encounter with an employer in each year at the Academy.
- All trips and visits to include discussion of the workplace / employer / employees at the destination to broaden students' experience of different types of work beyond jobs that they already know about. To be included in trip and visit planning.



Gatsby Benchmark 6 - Experience of workplaces

Key performance Indicators:

- All Year 10 students will have access to the work experience programme at Dixons Brooklands Academy.
- All Year 10 students will have had the opportunity to put their work-related learning into practice through a mock interview.
- All Key Stage 3 students will have the opportunity to engage in activities related to work experience.

