



**Worcestershire  
Careers Hub  
Member School**



**Bredon Hill Academy**  
— LEARNING TOGETHER FOR SUCCESS —

# **Bredon Hill Academy**

## **SCHOOL CAREERS STRATEGY AND ACTION PLAN**

**September 2025**

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**July 2026**





### **Our Vision**

Our vision at Bredon Hill Academy (BHA) is to enable all our pupils, across both primary and secondary phases, to receive the best careers education possible, guided by the core principles of the Gatsby Benchmarks. We aim that every BHA pupil gains access to the best possible information, guidance and experiences as well as building their 'essential skills' during their time at BHA, to move on successfully to the next steps in their education and eventually on to meaningful further and higher education, vocational training, apprenticeships and employment in the most appropriate way.

Our Bredon Hill values are Belief, Honesty and Aspiration. We aim to nurture the skills, aspirations and potential in all pupils at Bredon Hill Academy so that they each have the self-belief to aspire to realise their full potential in their career.

**Bredon Hill Academy is an active member of the Worcestershire Careers Hub and supports the development of Worcestershire's future workforce through the Worcestershire Enterprise Adviser Network**

## **Rationale**

This strategy covers Bredon Hill Academy's approach to Careers Education, Information and Guidance. It was developed in response to the 'Careers guidance and access for education and training providers. Statutory guidance for governing bodies, school leaders and school staff' document mostly recently updated by the Department for Education in May 2025

## **Guiding Principles**

At Bredon Hill Academy (BHA), we play a vital role in preparing our pupils for the next stages in their education or training and beyond. Our pupils will be embarking upon a career pathway which is potentially more challenging and complex than that faced by previous generations. Therefore, learning at BHA is not just about outcomes for pupils, but also about personal development on their journey to 'becoming the person they decide to be'. Our aim is to prepare pupils for these ever-changing opportunities, responsibilities and experiences and to equip them with the skills to manage the choices and transitions ahead of them.

We encourage our pupils to be aspiring, independent, resilient, confident and curious young people who believe in themselves. Our extra-curricular and enrichment activities help our pupils to develop and practise essential employability skills that are necessary for our pupils to begin to carve their future. As a school, we recognise the importance of helping every pupil to think and work on **who** as well as **what** they will become. Every pupil is entitled to access the same opportunities to support them on their journey to their future. We understand the valuable input that our wider community offers and we aim to work in partnership with local and national businesses to broaden the understanding that our pupils have of the skills needed and opportunities available to them in their life beyond BHA. Our careers programme sets out to offer impartial, informative advice and guidance.

Bredon Hill Academy has a whole school approach to delivering careers guidance to all pupils throughout their journey at BHA. Careers activities will take place across Year 6 through to Year 8 as part of the mandatory requirements set by the Department for Education and the Gatsby Benchmarks.

Skill development is a core principle in all phases of careers education at Bredon Hill Academy. The 'essential skills' of listening, speaking, teamwork, problem solving, leadership, staying positive, creativity and aiming high are the underpinning of all careers activities in preparation for the world of work and are mapped against the

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Gatsby Benchmarks in line with the Careers and Enterprise Company Guidance for Middle Schools.

### **Aims**

The Gatsby Benchmarks and the CDI Frameworks for both primary and secondary school will be used by Bredon Hill Academy as a measure to develop and improve our careers provision. We will aim to establish:

- A stable careers programme that is known and understood by pupils, parents, teachers, governors and employers, and is regularly evaluated, with feedback from stake holders.
- Learning from career and labour market information, ensuring every pupil and their parents, have access to good quality information about future study options and labour market opportunities;
- To encourage parents to access and use information about labour markets and future study options to inform their support to their children.
- A programme that addresses the needs of each pupil, recognising that pupils have different career guidance needs at different stages. Opportunities for advice and support will be tailored to the needs of each pupil and will embed equality and diversity considerations throughout. The programme will actively seek to challenge stereotypical thinking and raise aspirations. We will keep systematic records of the individual advice given to each pupil through the use of the Compass + evaluation tool provided by the Careers and Enterprise Company. All pupils may have access to these records to support their career development.
- Links between curriculum learning and careers: all subject teachers will promote the key skills being developed in their subject and the applications these have in the workplace. This will be led by the Subject Leaders who will each embed careers learning into their curriculum. STEM subject teachers will particularly highlight the relevance of STEM subjects for a wide range of future career paths.
- Creativity - in adapting to changes in the careers landscape; in finding solutions to problems and in maintaining good health and wellbeing to remain productive - will be promoted across the curriculum.
- External agency collaboration: Bredon Hill Academy will collaborate with a range of external agencies to help ensure that it meets all the mandatory requirements contained within the Department for Education's latest careers strategy (May 2025). These partnerships include the Careers and Enterprise

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Company (CEC), Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council (WCC), further education (FE) and higher education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

- Encounters with employers and employees: It is our intention that every pupil will have opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This will take place through a range of enrichment activities as well as including visiting speakers, mentoring and enterprise activities.
- Experiences of workplaces: Every pupil will have the opportunity to have experiences of the workplace through activities within BHA and visits to local organisations to help their exploration of career opportunities and to broaden their perceptions about the world of work.
- Encounters with further and higher education: Through our careers programme, every pupil will 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.
- Tailored information, advice, and guidance as necessary to meet the needs of any vulnerable pupils and pupils with special educational needs and offer appropriate alternatives as deemed necessary.

### **Careers team**

Careers Lead:

Careers Link Governor: Mariette Miele

Worcestershire LEP Enterprise Advisor: Sandra Howells

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**BREDON HILL ACADEMY OUTLINE CAREERS PROGRAMME 2025 - 26**

(Activities will be added to the programme throughout the year)

<p><b>Year 6</b></p> <p>Assembly and form time opportunities PSHE lessons – personal identity – interests, settling goals, identifying personal qualities and strengths. Food technology lessons – embedded careers-related learning including lesson about being a chef. STEM opportunities – STEM Club STEMWORKS STEM Challenge Coding club Turing Tumble Club Rubbish Business Club Green Skills Week 3rd – 8th November 2026 National Careers Week activities 2nd – 7th March 2026 Career of the month</p>
<p><b>Year 7</b></p> <p>Assembly and form time opportunities Careers embedded in every curriculum STEM opportunities Careers unit of work in PSHE Stem enrichment Photography enrichment Plastics challenge enrichment Enrichment: IDEA activities, Financial Literacy unit National Apprenticeship Week 10- 16<sup>th</sup> February 2026 National Careers Week activities 2nd – 7th March 2026 Future Skills Questionnaire</p>
<p><b>Year 8</b></p> <p>Careers learning embedded in every curriculum Assembly and form time opportunities Online/visiting speakers STEM Club Apprenticeships talks Food tech lessons - embedded future skills Enrichment : Sports Leaders Programme National Apprenticeship Week 9th - 16th February 2026 National Careers Week activities 2nd – 7<sup>th</sup> March 2026 Career of the month Visiting speakers Worcestershire Apprenticeships visitor assembly</p>

## **Assessment of the impact of the BHA careers programme**

The success of our careers programme will be examined through:

- Pupil voice and feedback from their experience of careers events
- Gathering informal feedback from external partners and from parents and carers
- Quality assurance of careers lessons through learning walks
- SLT/Governor meeting feedback: The Link Governor monitors the careers programme to ensure that it meets statutory requirements and aligns to the Gatsby Benchmarks and reports back to the Local Governing Body. The planned Careers' programme (this document) is approved annually by the Local Governing Body.
- Use of the Careers & Enterprise Company's Compass + tool to benchmark, manage, track and report against the 8 Gatsby Benchmarks. Termly meetings with the Worcestershire LEP advisor.
- Careers Impact System Peer to Peer Review with St Egwins School and Blackminster School.
- Using social media and the school website to promote all career-related activities at BHA.
- Use of Future Skills Questionnaire with Year 7 & Y8 pupils The Future Skills Questionnaire is a tool to measure learners' career-readiness. FSQ covers key aspects of knowledge, skills and attitudes that are important for successful transitions. Simple data insight will support BHA to make targeted interventions, evaluate the careers programme and identify the impact of careers education at BHA.

## **Provider Access Statement**

### **Pupil entitlement**

All pupils in Year 8 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;

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- to understand how to make applications for the full range of academic and technical courses.

A provider wishing to request access should contact the Careers Lead through [office@bredon.worcs.sch.uk](mailto:office@bredon.worcs.sch.uk). The Careers Lead will help to determine the suitability and appropriateness of a provider request. Each individual request will be considered carefully often after consultation with the school's Senior Leadership Team. Access will be given for providers to attend during school assemblies, timetabled careers lessons, and careers events that BHA may arrange. BHA will provide an appropriate venue depending on need. All rooms can have computers, projectors and screens provided. The Careers Lead will work with the provider to ensure the facilities are appropriate to the audience. We will also consider live online encounters with providers on request. Parental involvement is encouraged, and parents may be invited to attend the events to meet the provider.

### **Feedback**

Bredon Hill Academy welcomes parental and employer participation within its careers-related activities. Should you wish to support our activities or provide feedback on our careers strategy, please contact our Strategic Careers Lead directly.

Date of next review: October 2026