

INVICTUS

Education Trust

The Invictus Education Careers Strategy

High Quality Inclusive Education Strategic Pillar

What we will do:

Develop a Trust wide approach to careers provision by ensuring schools meet the Gatsby 8 benchmarks so that our learners leave schools well prepared for their next stage of education, employment or training, in order to become confident citizens. We will relentlessly endeavour to provide high quality inclusive careers provision for our learners throughout all key stages ensuring the highest possible standards pervade our culture and ethos and our offer is accessible to all. Our curriculum will ensure that our learners flourish in a dynamic, aspirational and inclusive learning environment where we give meaning and purpose to education. An entitlement to impartial high-quality careers advice and guidance will inform learners about the exciting progression routes into Further Education, Higher Education and employment. All learners will be supported to ensure that they successfully navigate their way through the important transition points.

We will endeavour to maximise the number of work-related learning experiences for all our learners including work exposure and virtual work experiences which will be key elements of our programme.

The Trust will continue to work collaboratively with professional partners including West Midlands Combined Authority who will support, challenge and quality assure our practice. All careers leaders work collaboratively with the Careers and NEETs prevention advisor who supports in schools and ensures the Gatsby 8 benchmarks are met using the Compass plus tool. Our careers leaders continually strive to add depth to the benchmarks in order to enrich our learners to a higher level.

Our careers education provision acknowledges the five key themes set out by Gatsby in the 2025 updates:

Careers is at the heart of education and leadership








Inclusion and Impact for each and every young person

Meaningful and varied encounters and experiences

Focusing on the use of information and data

Engagement of parents and carers

Careers Standard Framework

Education (CDI, Career Development Institute 2015) Careers development framework (New framework 2021)		Eight Gatsby Benchmarks of Good Career Guidance
Please note the numbered items below relate to the 17 areas of learning for Careers as listed by the Career Development Institute (CDI)		Please note the numbered items below relate to the 8 Gatsby Benchmarks
<p>Grow throughout life</p> <p>Grow throughout life by learning and reflecting on yourself, your background, and your strengths.</p> <p>1. Self-awareness 2. Self-determination 3. Self-improvement as a learner 8. Valuing equality, diversity and inclusion 10. Making the most of careers information, advice & guidance (CEIAG)</p> 	<p>Manage career</p> <p>Manage your career actively, make the most of opportunities and learn from setbacks.</p> <p>4. Exploring careers and career development 11. Preparing for employability 15. Planning and deciding 17. Managing changes and transitions</p> 	 <ol style="list-style-type: none"> 1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with Further and Higher Education 8. Personal guidance
<p>Explore possibilities</p> <p>Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.</p> <p>7. Investigating jobs and labour market information (LMI) 10. Making the most of careers information, advice and guidance (CEIAG) 16. Handling applications and interviews</p> 	<p>Create opportunities</p> <p>Create opportunities by being proactive and building positive relationships with others.</p> <p>12. Showing initiative and enterprise 14. Identifying choices and opportunities</p> 	
<p>Balance life and work</p> <p>Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.</p> <p>9. Learning about safe working practices and environments 13. Developing personal financial capability</p> 	<p>See the big picture</p> <p>Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.</p> <p>5. Investigating work and working life 6. Understanding business and industry</p> 	

Our careers programme is delivered through a number of methods throughout key stages 2,3,4 and 5 see below:

Please note that all schools will have additional activities which compliment and enhance the overarching programme

Activity	Details	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Displays	Career based displays including subject specific information are placed around our schools and in key areas.	Increased awareness of career options, provoking interest and imparting information.	1,10,14	2,4
Visiting Speakers	Careers focused visiting speakers are arranged throughout the course of the academic year. These take place in a variety of formats to ensure wider and specific needs are met.	Learners will have an improved awareness of the variety of jobs and careers available. They will also have gained knowledge of the skills and qualifications required and the realities of the current labour market.	1,4,5,6,9,14	2,3,4,5,6,7,8
University, College, Post 16 and Apprenticeship information visits	Access post sixteen, university and apprenticeship information visits and events	Learners will be enriched with information and experiences which will support a more informed decision making process and widen aspirations	1,2,3,4,8,10,14,15, 17	2,3,7,8
Aspiration assemblies and activities	Dynamic careers team, dedicated and committed to support the best outcomes of learners. Collaboratively working on resources and work related learning opportunities to develop aspirant learners.	To encourage all learners to aspire, identify their interests, skills and strengths to develop a post sixteen career pathway through informed choice.	1,2,3,4,5,11,14	2,3,4,5,6,7,8
Learner Voice	Learner voice (formal and informal) is used to gather views and understanding of careers.	Student leadership - learners are offered the opportunity to join one of the Student Leaders' teams. Members receive leadership training and take part in learner feedback which is then used to inform future planning.	1,2,3,8,12,15,17	3,5,7
Extra curricular activities	Enriching our learners with theatre visits, extra curricular clubs to include, sport, music, choir, performing arts and academic opportunities (the list is not exhaustive).	Fosters confidence, enhances teamwork experience, promotes networking, increases academic performance and develop skills and interests in preparation for transition and the world of work.	1,2,3,4,8,9,11,12,14,15,17	3,5,8
Careers Hub	Creation and development of a Careers base within our schools.	Designated area where learners can access career information, complete application forms and learn more about their opportunities. Learners are aware of their CEIAG entitlement.	1,10,11,14,15,16,17	2,3,8

Curriculum to Careers	Information, advice and guidance including displays highlighting specific career links to subject areas.	Widen knowledge and interest in specific subject career related jobs.	2,3,4	4,5,7,14
Unifrog	Engage in the careers related platform to complete activities and tasks	Supports personal profiling, strengths, skills and interests.	2,3,4,8	1.3.4.5,6,7,10,11,12,14,15
Parental/Carer Engagement	Engagement via meetings, school websites and newsletters at key points throughout the academic year. Invitations to careers events.	Increased parental/carers awareness of the variety of careers available within the local area, nationally and within key areas.	5,10	2,5,7

Key Stage 3 overview, please note that all schools will have additional activities which compliment the overarching programme

Activity	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Virtual Work Experience	Opportunity to learn and engage with professionals from a variety of backgrounds, supporting aspirations and curiosity	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Careers guidance and interviews	Exploring work related learning opportunities. Advice and guidance to support personal interests.	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Year 9 Options Process	A thorough and inclusive options process to support informed decision making and widen aspirations	1,2,4,5,7,10,14,15	2,3,4,7,8
Year 9 Options Evening	Opportunity to share options with parents and families who are armed with information and also support their children with the decision making process	1,2,3,4,10,11,14,15,16,17	3,6,7,8
National Careers Week	Activities further completed with Form Tutors using resources from National Careers Week.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4,5,7
National Careers Service Lesson Plan: 2	Local Labour Market and STEM Employers considers different ways of working in starter activity. learners explore employment opportunities, particularly looking at STEM jobs.	4,5,6,7,11	2,3,4,5,7
Employer Expectations	Department of work and pensions -Jobs matching to learner's skills and starting out in the Local Labour Market raising awareness of some of the apprenticeship and job opportunities.	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Business Breakfast	Improved skills in employment readiness, e.g. communication (written and verbal), reasoning skills, etc. Learners will also receive early experience of businesses and job information from talking to and interviewing various professionals.	4,10,11,12,15	3,5,7
Careers Fair	Learners and parent/carers have the opportunity to access high quality information relating to college/sixth form and HE Careers event – careers event for learners and parent/carers with over 25 different providers and employers.	1,2,3,4,10,11,14,15,16,17	3,6,7,8

Key Stage 4 and 5

Activity	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Careers Week	Future careers assemblies: Activities completed with Form Tutors using resources from National Careers Week.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
Careers Guidance and Bespoke Interviews	Exploring work related learning opportunities and accessing one to one career interviews to support informed and aspirational decisions.	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Work experience virtual and external placements	Students have the chance to learn and explore career choices and gain experience in a variety of situations whilst giving them an insight into full time work.	1,2,3,4,5,6,7,8,9,10,11,14,15	2,3,4,5,7
Duke of Edinburgh.	Duke of Edinburgh Award Scheme helps to develop employability and personal skills as well as volunteering in the local community.	1,2,3,8,12,13,	6
Careers Breakfasts, Guest Speakers	An opportunity to learn from professionals in a small social and interactive environment	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Careers Assemblies	Careers information assemblies which include presentations by post sixteen providers including apprenticeships	1,2,3,4,5,6,7,10,11,,2	2,3,4,5,7
University, College and Apprenticeship Visits	Inspiring learners to experience university and college life and have a wealth of information regarding apprenticeship pathways	1,2,3,4,8,10,14,15,17	2,3,7,8
Linking Curriculum to Careers	Linking curriculum learning outcomes to career pathways and employability skills with a focus on STEM subjects		
National Apprenticeship Show	30 Year 9 learners visit Wolverhampton University and experience what it's like to have lectures. This visit looks at all aspects from finances to campus life.	1,2,3,4,8,10,14,15,17	2,3
Careers Fair	Learners and parent/carer/carers have the opportunity to access high quality information relating to college/sixth form and HE Careers event – Careers event for learners and parent/carers with over 25 different providers and employers.	1,2,3,4,10,11,14,15,16,17	3,6,7,8

Validation and Evaluation of our Careers programme

Our careers programme is evaluated, analysed and reviewed using a variety of methods:

- Compass audit tool
- Compass Impact model for deep dive careers reviews
- One to one career guidance interviews
- Group discussions (Tutor time and student leader groups)
- Staff and learner feedback and questionnaires
- Provider feedback

- Parent/Carer questionnaires
- Year 11 intended destination questionnaire and review
- Destination figures