



SKEGNESS ACADEMY

CAREERS POLICY 2026/27



Careers & Employability
SKEGNESS ACADEMY

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Reviewed by	L Tyler
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Careers Intent

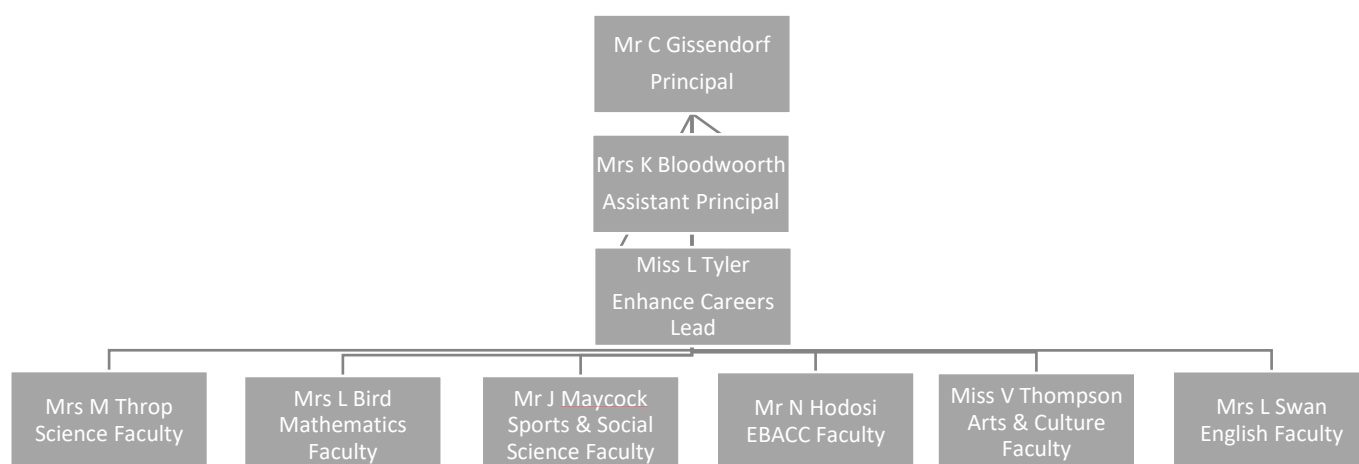
The Skegness Academy is committed to providing high quality, relevant and contextualised careers education, advice, and guidance in order to provide every child with the knowledge, skills and confidence to support them with their chosen career aspiration by going above and beyond the statutory Provider Access Legislation requirement. The objective of the careers provision is to raise aspirations amongst our pupils and support them to make informed decisions in every area of their education including during key transition stages by ensuring that careers education is embedded within all areas of both the national and hidden curriculum.

All pupils who follow a vocational pathway are entitled to practice the skills they learn within the curriculum through high quality work placements with the aim of broadening their cultural and social experiences. Furthermore, the intention is that all pupils have contact at least once a term with employers to encourage them to aspire, make good choices and understand what they need to do to reach and succeed in the careers to which they aspire. In addition, all pupils have access to unbiased information about potential next steps.

The careers strategy aims to provide every child with the knowledge, skills and confidence to ensure that, irrespective of their starting points, pupils make informed career decisions about their future Post 16 and fulfil their potential through the use of the Gatsby Benchmarks.

All pupils at Skegness Academy have access to an extensive careers education, information, advice and guidance programme which will promote the development of transferable skills that enable pupils to make links between the skills they have learnt in the classroom and those they will need to use in later life to enable them to engage with and be fully functioning members of society.

Careers Staffing



Careers and NCOP

The Academy works in close partnership with the National Collaborative Outreach Programme (NCOP) to ensure that all pupils, regardless of their socioeconomic background, are supported to consider and progress into Higher Education. As part of this commitment, we collaborate with LiNCHigher, who deliver targeted outreach activities designed to raise aspirations, build confidence, and remove barriers that may prevent students from accessing university and higher-level learning.

To meet statutory careers guidance, the Academy has embedded a range of strategies across Years 7 to 13 to reduce the gap in higher education participation between the most and least represented groups. These strategies form part of our planned, progressive careers programme, which is reviewed annually against the Gatsby Benchmarks to ensure it remains effective and inclusive.

Through a comprehensive calendar of activities, students have access to:

- Encounters with employers and employees to raise awareness of the world of work and career pathways.
- Trips, visits, and experiences of workplaces to broaden horizons and contextualise learning.
- Engagements with colleges, universities, and apprenticeship providers to ensure pupils understand the full range of opportunities available post-16 and post-18.
- Motivational speakers and role models to inspire students and challenge stereotypes.
- Support for study skills, revision techniques, and strategies to manage exam stress.
- Development of essential employability and life skills, enabling students to make well-informed decisions about their future pathways.

These activities ensure that every student receives high-quality careers education, information, advice and guidance (CEIAG), equipping them with the knowledge, skills, and confidence to progress into further and higher education, apprenticeships, or employment.

Compass Audit

Each year the Careers Lead completes the Compass Tool Audit as part of the self-evaluation process which is then used to inform the 1 Year Plan to ensure that each Gatsby Benchmark is being appropriately applied within both enrichment activities and the curriculum. As of June 2021, the Compass Tool gave the following outcome based on our self-evaluation of the careers programme:

BENCHMARK		% Sept. 19	% June. 20	% June. 21	% June. 22	% June. 23	% June. 24	% June. 25	% June. 26
1	A Stable Careers Programme	82%	94%	94%	100%	100%	100%	100%	100%
2	Learning from Career & Labour Market Information	60%	100%	100%	100%	100%	100%	100%	100%
3	Addressing the Needs of Each Pupil	81%	81%	90%	81%	90%	90%	90%	100%

4	Linking Curriculum Learning to Careers	75%	93%	100%	100%	100%	100%	100%	100%
5	Encounters with Employers & Employees	100%	100%	100%	100%	100%	100%	100%	100%
6	Experience of Workplaces	50%	87%	75%	100%	87%	100%	100%	84%
7	Encounters with Further & Higher Education	100%	100%	100%	100%	100%	100%	100%	100%
8	Personal Guidance	100%	100%	100%	100%	100%	100%	100%	100%

External Providers

The Academy recognises the statutory duty to ensure that all pupils have access to a wide range of information about future study and career opportunities. To support this, a broad and balanced mix of external providers are regularly invited into Skegness Academy to deliver information, advice, and guidance on different careers, routes into employment, apprenticeships, technical qualifications, and higher education. These encounters are designed to ensure pupils understand the full range of options available at each transition point, in line with the Provider Access Legislation (PAL) and Gatsby Benchmark 7.

In addition to hosting providers in school, the Academy also engages with the wider community by attending local careers fairs. These events form part of our networking agenda and allow us to broaden and strengthen the range of partners we work with to the benefit of our pupils.

We are proud to have established a formal relationship with the University of Lincoln, who provide targeted support to our UCAS applicants, including workshops on personal statement writing, guidance on application processes, and, in some cases, reduced entry requirements for certain courses. This partnership ensures our students receive additional encouragement and practical support in progressing to higher education.

The Academy is equally proud of its partnership with MicronClean, through the Greater Lincolnshire Local Enterprise Partnership (LEP). This collaboration provides pupils with opportunities to engage in work insight experiences, extracurricular projects, and tutor-led activities across Key Stages 3 and 4. In addition, students in Key Stage 5 are offered opportunities for meaningful employment, giving them a clear line of sight into local labour market opportunities.

From 2024/25, the Academy also launched Unifrog for all Key Stage 3 pupils. This online platform enables students to independently explore, record, and track their career learning journey, helping them to make informed decisions and to set personalised goals. Unifrog forms a key part of our whole-school approach to careers education and provides a valuable tool for students, parents, and staff to monitor progression and engagement.

Through these partnerships and initiatives, Skegness Academy ensures that every student receives high-quality encounters with employers, education, and training providers, supporting them to make well-informed choices about their future.

Careers Provision at the Skegness Academy

All students are entitled to fully participate in the Skegness Academy Careers Programme. Students are encouraged to take an active role in their own career development and the programme is designed to support self-development, career exploration, understanding of the world of work, and the development of career management and employability skills.

The Careers Lead maintains a record of employer encounters, provider encounters and workplace experiences. This is regularly reviewed to ensure students in all year groups are exposed to a wide range of employers, workplaces, education providers and career pathways in line with the Gatsby Benchmarks and statutory guidance.

What students can expect from the careers provision at Skegness Academy:

- Support at key transition points, including GCSE, Post-16 and Post-18 progression decisions.
- Impartial and independent careers guidance from a qualified Level 6 Careers Adviser.
- Up-to-date Labour Market Information (LMI) and information about routes into further education, higher education, apprenticeships, technical education and employment.
- Support with creating a portfolio of evidence for applications and interviews, including CVs, personal statements and records of achievement.
- Opportunities to develop employability skills, career management skills and essential life skills.
- Clear links between curriculum learning and future education, training and employment opportunities.
- Support to make informed decisions about future pathways and career choices.
- Meaningful encounters with employers, workplaces, education providers and training providers throughout their time at the Academy.
- Access to meaningful workplace experiences, including work experience placements, employer-led projects, workplace visits and employer encounters.
- Opportunities to engage with colleges, sixth forms, universities, apprenticeship providers, training providers, employers, alumni and the armed forces.
- Access to one-to-one careers guidance interviews and careers support at key decision-making points.
- The opportunity to self-refer for a careers guidance appointment with the Careers Adviser through school referral systems or via the Academy website.
- A personalised Careers Action Plan following careers guidance interviews, outlining next steps and actions to support their future progression.
- Regular opportunities to provide student voice feedback on the quality and effectiveness of careers provision and to contribute suggestions for future developments.
- Opportunities for students and parents/carers to meet with the Careers Adviser and education or training providers at key events, such as Parents' Evenings, Open Evenings and Careers Events.
- Access to role models and inspirational speakers, including employers, apprentices, alumni and university students, to help raise aspirations.
- Personalised support to ensure every student progresses to a sustained destination in education, employment or training that is appropriate to their interests, abilities and aspirations.
- Additional careers support and transition planning for students with Special Educational Needs and Disabilities (SEND) and Education, Health and Care Plans (EHCPs).

Parental Engagement

Parents and carers play a vital role in supporting students' career development and are encouraged to engage with the Careers Programme. Where appropriate, parents and carers may be invited to attend careers guidance meetings, transition reviews and progression planning discussions.

Parents and carers are also encouraged to attend careers events, open evenings and information sessions throughout the academic year. The Academy welcomes support from parents and carers who would like to contribute to careers-related activities or share their own career experiences with students.

Quality Assurance and Continuous Improvement

The Academy aligns its careers provision with the Gatsby Benchmarks and the Career Development Institute (CDI) Framework. The Careers Lead conducts regular audits and evaluations of careers provision across the curriculum, tutor programme, enrichment activities and employer engagement programme.

This ongoing review process ensures students are provided with a diverse range of meaningful careers education, information, advice and guidance opportunities, enabling them to make informed and ambitious decisions about their futures.

Staff Development

Skegness Academy recognises that high-quality careers education is the responsibility of all staff. To support this, careers-related professional development is embedded within the Academy's CPD programme.

Staff participate in a minimum of two careers-focused training opportunities each academic year, which may include externally delivered CPD, employer engagement activities, labour market information updates, provider presentations and careers-related briefings.

Dedicated time is also provided during Faculty Meetings and professional development sessions to enable subject areas to review and develop their Careers in the Curriculum provision. This work is led by Heads of Faculty, supported by the Careers Lead, and focuses on strengthening links between curriculum learning, careers education and future progression pathways..

Careers Calendar

The Academy has a yearly calendar of events. A more detailed calendar including the NCOP calendar are also available upon request.

The Baker Clause

The Provider Access Legislation (commonly known as the Baker Clause) places a statutory duty on schools to ensure that a wide range of education and training providers are given access to students in Years 8 to 13. This enables students to learn about the full range of opportunities available to them, including technical education qualifications, apprenticeships and vocational pathways, alongside traditional academic routes. The legislation also requires schools to provide a minimum of six encounters with approved providers of technical education or apprenticeships during a student's secondary and post-16 education.

At Skegness Academy, we fully comply with these requirements. Our Provider Access Policy sets out clear arrangements for providers to engage with students through careers fairs, assemblies, workshops, focused provider encounters, curriculum lessons and bespoke careers events. This forms an integral part of our careers programme and ensures that students receive impartial information about all available pathways, enabling them to make informed decisions about their future education, training and employment opportunities.

Careers Education

Careers education is delivered through the Careers in the Curriculum programme during tutor time, PSHE (Years 7 and 8), and through subject areas including English and Mathematics. These activities are coordinated by the Careers Lead and form part of the Academy's whole-school careers programme. Faculty Leads are responsible for ensuring a consistent approach to careers education across their subject areas and for embedding meaningful links to careers, employability and labour market information within the curriculum.

Faculty Leads maintain records of careers learning delivered within subject lessons. Careers education is planned in line with the CDI Framework Learning Outcomes, Gatsby Benchmarks and statutory guidance for careers education, information, advice and guidance.

Careers Guidance Interviews

All students have access to impartial careers guidance delivered by a qualified Careers Adviser. Priority support is provided to students at key transition points, students identified as being at risk of becoming NEET (Not in Education, Employment or Training), and students with SEND or an EHCP.

Students and parents/carers are encouraged to engage with careers-related events, guidance opportunities and progression planning activities to support informed decision-making regarding future pathways.

Years 7 and 8

Students will:

- Develop self-awareness and identify their strengths, interests, skills and aspirations.
- Learn about employability skills and workplace behaviours.
- Explore a range of career sectors and pathways.
- Gain an introduction to local, national and global labour market information.
- Develop an understanding of growth sectors and future employment trends.
- Explore apprenticeships, technical education and academic pathways.
- Participate in employer encounters and provider encounters.
- Learn about workplace expectations and professional conduct.
- Begin to understand the link between school subjects and future careers.
- Develop the ability to be reflective learners and practitioners.
- Receive support and guidance to prepare for Key Stage 4 option choices.

Years 9 and 10

Students will:

- Receive support to make informed GCSE choices through assemblies, Parents' Evenings, Options Evening and careers guidance.
- Participate in one-to-one careers guidance interviews with a qualified Careers Adviser.
- Take part in employer encounters, provider encounters and careers events.
- Explore local, regional and national labour market information.
- Develop an understanding of different Post-16 pathways including Sixth Form, Further Education, T Levels, apprenticeships and vocational qualifications.

- Learn how to research education, training and employment opportunities.
- Develop employability skills including communication, teamwork, resilience and problem solving.
- Complete CV writing workshops and employability activities.
- Learn how to search and apply for jobs, apprenticeships and college courses.
- Develop effective study skills and revision techniques.
- Participate in meaningful workplace experiences, including work experience placements, workplace visits, employer-led projects and employer engagement activities tailored to their aspirations and intended Post-18 destinations.

Year 11

Students will:

- Receive support to make informed Post-16 choices through assemblies, Parents' Evenings, Open Evenings and guidance interviews.
- Participate in at least one one-to-one careers guidance interview with a qualified Careers Adviser.
- Explore all available Post-16 pathways including Sixth Form, Further Education, apprenticeships, technical qualifications and employment with training.
- Receive support with applications for Sixth Form, colleges, apprenticeships and training providers.
- Develop a portfolio of evidence including a CV, qualifications record, personal statement and evidence of skills.
- Gain an introduction to Higher Education and long-term career planning.
- Continue to develop employability skills and workplace behaviours.
- Engage with employers, colleges, universities and apprenticeship providers.
- Learn about financial decision-making linked to education and career choices.
- Prepare for successful transition into Post-16 education, employment or training through bridging and transition activities.
- Receive bespoke intervention and support where there is a risk of becoming NEET.

Sixth Form

Students will:

- Receive support to make informed Post-18 choices through assemblies, Parents' Evenings, careers events and visits to universities, colleges, employers and training providers.
- Participate in at least one one-to-one careers guidance interview with a qualified Careers Adviser.
- Develop a clear progression plan for Higher Education, apprenticeships, employment or further training.
- Participate in meaningful workplace experiences aligned to their intended Post-18 destinations, including work experience placements, employer projects, workplace visits and employer encounters.
- Attend university visits, masterclasses and outreach activities.

- Attend UCAS conventions and Higher Education events.
- Receive support with UCAS applications, apprenticeship applications, CV writing and personal statements.
- Participate in mock interviews with employers and members of the GAT Central Team.
- Develop professional networking, employability and interview skills.
- Engage with employers, universities, apprenticeship providers and training organisations.
- Receive targeted support with progression planning, including support for students at risk of becoming NEET.
- Participate in the inclusive Sixth Form Enrichment Programme.
- Receive personalised transition planning and careers support for students with SEND and EHCPs.
- Develop the knowledge, skills and confidence required for independent living, employment and lifelong career management.

This programme is reviewed annually to ensure it continues to meet the needs of students, reflects labour market developments and remains compliant with current statutory guidance and the Gatsby Benchmarks.

Monitoring and Evaluation

As part of the quality assurance process to ensure that the careers provision is current, relevant and fit for purpose, the Academy considers both hard and soft outcomes for pupils through a number of ways:

- Regular student voice on encounters with careers and after a session with the Careers Lead.
- Gathering feedback from external agencies who support in school including employers, educational providers and work experience placements.
- Gathering feedback from parents at Parents Evenings, Open Evenings and one-to-one careers sessions with the Careers Lead.
- Quality assurance of careers lessons as part of the Careers in the Curriculum programme.
- Destination data (both published and internal).

The Skegness Academy was awarded the Career Mark in March 2017 and has been successfully revalidated since in 2019 and 2022 – Next revalidation 2025. In September 2021 the Academy decided to set our ambitions high and go for Gold with SkillsBuilder. The hard work paid off and in July 2022 we were so proud to be awarded the Gold standard. In July 2023, the Academy successfully maintained the Gold Award.