Sir Thomas Wharton Academy

Careers Progression Programme – 2026-2027

This document is based around the Equalex Framework.

Y7

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Discover	"You don't need to know what career you want in Year 7 — you just need to start **discovering** what you could become. Every career you discover opens a door to your future."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6)	Growth Throughout Life (1) Explore Possibilities (2) Manage Career (3) Create Opportunities (4)	Students will be able to – • Students are able to identify their own abilities, skills, interests and academic potential. • List a range of careers that are linked to the subjects in which they study. • Evaluate their personality and skills development against the skills builder framework to ensure they are work ready

Y8

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Exploration	"Year 7 helped to discover the possibilities; Year 8 is a chance to **explore** them further. The more you learn about careers, the better you understand your strengths, your interests, and the future you could create."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6)	Growth Throughout Life (1) Explore Possibilities (2) Manage Career (3) Create Opportunities (4)	Students will be able to – • Students are able to identify their own abilities, skills, interests and academic potential. • Understand the different ways careers use a variety of subject specific knowledge from across the curriculum. • Evaluate in more depth their personality and skills development against the skills builder framework to ensure they are work ready

Y9

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Prepare	"You've discovered what's out there. Now discover how to get there. **Prepare** for careers that inspire you, the skills you'll need and the pathways that can turn your ambitions into a future."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6)	Growth Throughout Life (1) Explore Possibilities (2) Manage Career (3) Create Opportunities (4)	Students will be able to – • Students can identify their own abilities, skills, interests and academic potential in detail. • Understand which subjects can lead into certain careers. • To make informed decisions around GCSE choices.

Y10

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Demonstrate	"You've discovered what's out there. Now discover how to get there by developing hands on experience of the standards and expectations in the world of work. This **demonstration** can turn your ambitions into a future."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6) Encounters with further and higher education. (7) Personal guidance (8)	Growth Throughout Life (1) Explore Possibilities (2) Manage Career (3) Create Opportunities (4) Balance Life and Work (5) See the big picture (6)	Students will be able to – • Utilise their learning on the work ready programme to set up and undertake a work experience placement as part of their gold pledge. (Describe safe working practices, CV Writing, Interview preparation). • To be able to articulate the essential skills needed to be employable. • Explain how the world of work is changing using LMI information - identifying the growth markers and emerging future careers.

Y11

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Achieve	"From Year 7 to Year 11, every experience, skill and lesson has helped shape your future. Now, with greater knowledge of yourself and the world of work, you are ready to make informed choices about your post-16 pathway and take your next step towards a career you can be proud of in **achieving** your goals."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6) Encounters with further and higher education. (7) Personal guidance (8)	Growth Throughout Life (1) Manage Career (3) Create Opportunities (4) Balance Life and Work (5) See the big picture (6)	Students will be able to – • Describe the different post-16 pathways available to them. • Create a career action plan for their post-16 journey and work towards this to close the gap. • Access impartial information, advice and guidance. • Talk to employers, training, FE and HE providers. • Describe the organisation and structure of different types of businesses – including an awareness of the laws relating to employment.

Y12

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Grow	" So, you have started to narrow down those interests. Year 12 is about rediscovering your direction in more detail. You will **grow** by earning from old skills and developing new ones whilst taking confident steps towards your future through a 2nd work experience block."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6) Encounters with further and higher education. (7)	Growth Throughout Life (1) Explore Possibilities (2) Manage Career (3) Create Opportunities (4) Balance Life and Work (5) See the big picture (6)	Students will be able to – • Be prepared for higher education and be gaining skills to be independent learners and workers. • Completing a work experience/volunteer placement by reflecting on past experiences during their gold pledge. • Reflect on how their experience has influenced

				their career journey.

Y13

Theme	Objectives	Gatsby Benchmark	CDI Framework Learning Area	Measurable Outcome
Succeed	"Year 13 is about turning your ambition into action, empowering you to make informed choices and confidently take you next steps beyond sixth form to **succeed** in life."	A stable careers programme.(1) Learning from career and labour market information. (2) Addressing the needs of each pupil (3) Linking curriculum learning to careers. (4) Encounters with employers and employees. (5) Experiences of workplaces. (6) Encounters with further and higher education. (7) Personal guidance (8)	Growth Throughout Life (1) Manage Career (3) Create Opportunities (4) Balance Life and Work (5) See the big picture (6)	Students will be able to – • Students will be ready for life outside of school with all the planning skills needed for budgets and time. • Make a successful transition to post 18 destinations.