



Crispin School's Careers Plan and Programme 2025- 2026

In line with Crispin's leadership vision, development plan and strategic priorities our Careers Plan and Objectives provide students with a structured, progressive and engaging Programme that builds knowledge, skills and aspiration in careers and employability, equipping them to make informed decisions and ultimately to thrive post-16 and beyond.

Employability & Careers sits under the umbrella of our **THRIVE** Curriculum for Personal Development. Using a Maturity Model for strategic planning, Crispin's Careers Plan is reviewed annually to ensure embedded, school-wide best practice consistent with statutory requirements and Gatsby Benchmarks. Students and colleagues record students' learning journeys using the careers platform, Unifrog.

Ongoing evaluation of the plan and programme will include student voice along with parents' and colleague feedback. We work alongside Somerset Careers Hub to track and report on our careers provision and progress.

The Careers Programme - known within school as **Crispin Future Ready** includes the following elements:

- THRIVE Tutor Time Activities
- Employer Encounters
- Post-16 and Post-18 Provider Encounters
- Work Experience
- Mock Interviews
- Career and Apprenticeship Fairs
- Curriculum for Life
- Careers Cafés
- Drop down days/mornings
- Skills Workshops
- Targeted Group Sessions
- LMI assemblies and information sharing
- Careers in the Curriculum

Year 7

Year 7	Routes	Labour Market Information (LMI)	Work Experience (WEX)	Skills
Student Learning Objectives	<p>Have a Unifrog account and be able to navigate the platform</p> <p>Have a basic understanding of the routes available</p> <p>Complete a Future Skills Questionnaire in Autumn to establish baseline understanding</p> <p>Explore options subjects they enjoy at Crispin.</p>	<p>Understand the term Labour Market Information and why it is useful to know this</p> <p>Start to understand the wide range of jobs available, local job sectors and roles, and have an idea of what I may or may not enjoy</p> <p>Explore personal passions, interests and skills to inform career pathways</p>	<p>Understand what WEX is and why it is important to my future</p> <p>Understand different types of workplaces (e.g. offices, warehouses, remote)</p> <p>Recognise various employment types (self-employment, freelancing, full - time)</p>	<p>Identify personal strengths and interests</p> <p>Understand the importance of clubs and volunteering.</p> <p>Recognise & challenge career stereotypes & understand our career aspirations should not be limited by them.</p> <p>Complete a Skills Challenge Day to develop skills, e.g. Food Challenge</p>
Speaker / Trips Learning Objectives	<p>Explain the terminology of the different entry routes</p>	<p>Employers talk about local sectors, what LMI is and the wide range of jobs on offer in different companies</p>		<p>Talk about the different skills required in today's job market for Y7 students to understand and prepare for.</p> <p>Discuss how attending clubs and volunteering can help with gaining skills</p>
Parent & Carer Learning Objectives	<p>Develop an understanding of the different routes available and where to find more information</p> <p>Know who the Careers Lead is and how to contact them</p> <p>Understand Careers</p>	<p>Understand where to find the latest information on Crispin Future Ready (Employability & Careers)</p> <p>Careers section of the school website</p> <p>Follow the Careers</p>	<p>Understand the new 10 days of WEX legislation and why it is important</p>	<p>Understand the types of skills employers look for.</p> <p>Know the clubs that are on offer at school and encourage my child to attend at least 2</p> <p>Know what clubs are available locally</p>

	Programme in Year 7	Hub Facebook Page for the latest information		
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Careers Programme for Year 7:

- Unifrog Student & Parents Account set up
- Y7 Curriculum for Life lessons to include Careers content
- THRIVE tutor programme to include Job of the Week & time to explore Unifrog
- Careers in the Curriculum, e.g. English: Persuasive writing/Oracy/Letter writing
- Complete Future Skills Questionnaire
- Labour Market Assemblies – What is LMI & what does this mean in Somerset and the surrounding area?
- Extra Responsibility (Leadership) Opportunities: Litter picking/Student Council/Sports Teams
- Routes & Terminology Understanding: e.g. Visits from EDF / UCS Somerset College Group
- Strengths and Interests explored in THRIVE tutor programme; clubs & volunteering opportunities
- Introduction to Work Experience – Opportunities in KS3 & 4
- Enrichment Opportunities

Meaningful Encounters for Year 7:

- Guest Speaker talks in Assembly and Career Drop Down sessions, e.g. Youth Work (YMCA Youth Team Leader), Sports Training & Pathways, visit from published author for World Book Day
- Alumni Encounters
- Food Challenge Enterprise Skills Drop Down Day
- Encouraging conversations with parents, carers & other friends and family members about their jobs, training or career journeys

Resources for Year 7 Parents and Students:

- Parent Careers Letter explaining the careers programme in Year 7
- School Careers Website: www.crispinschool.co.uk/employability/employability-at-crispin
- Unifrog: www.unifrog.org
- Weekly Newsletter to all Crispin parents includes THRIVE & Crispin Future Ready Careers & Employability content
- [Somerset Careers Hub Parent Facebook](#) Page – with opportunities, resources and ideas.

Key Contacts for Y7:

- Careers Leads – Mrs Drew, Employability Coordinator ddrew@crispinschool.co.uk; Mr Bullock, Deputy Headteacher & SLT Careers Lead, bullock@crispinschool.co.uk
- Careers Adviser – if your child would like to book a careers advice meeting with Mrs Creed please email office@crispinschool.co.uk

Year 8

Year 8	Routes	Labour Market Information (LMI)	Work Experience (WEX)	Skills
Student Learning Objectives	<p>Discover Post 16 & 18 pathways - understand HE terminology, where I can study and misconceptions (including student finance)</p> <p>Know which subjects I enjoy & options subjects I can choose; the skills they give & careers they lead to; explore using Unifrog</p> <p>Understand the options process. Have an understanding of what is involved in GCSE & BTEC qualifications.</p> <p>Understand Vocational/ College/ A Levels & the future implications of these choices</p>	<p>Use Unifrog to investigate jobs & opportunities</p> <p>Recognise growth industries & local roles</p> <p>Expand knowledge of different jobs</p> <p>Understand where to find LMI & use it to look at GCSE options & beyond</p> <p>Understand Jobs of the Future & AI</p> <p>Link curriculum subjects to essential workplace skills & related careers</p>	<p>To understand the expectations, behaviours, & cultures of a range of workplaces</p> <p>Consider the types of careers that may be of interest & skills ready for choosing WEX</p> <p>Recall a range of sectors & jobs, describing workplace characteristics</p> <p>Challenge stereotypes about career pathways & broaden aspirations</p>	<p>Be able to name 5 key employability skills employers look for, e.g. Organisation. Oracy/ communications - practice speaking & listening skills, increase confidence, clarity & justify my ideas</p> <p>Distinguish between personal styles of communication & professional workplace communication</p> <p>How to write an email and a letter</p> <p>Complete a Skills Challenge day to develop skills, e.g. Festival Challenge</p>
Speaker / Trips / Learning Objectives	College talk or subjects taster visit (PAL)	<p>Employer speakers (PAL)</p> <p>The Future of the Labour Market Assembly</p>		Session on writing skills, or employer focus on skills
Parent & Carer Learning Objectives	Understand difference between academic and vocational pathways	Understanding of LMI in the Somerset/ Bristol area		Consider your child's skills, be aware of skills quizzes you can do online to support your child starting to consider which careers their skills and interests could

	Awareness of different routes			align with
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Careers Programme for Year 8 includes:

- Curriculum for Life lessons which include careers; Tutor Programme; Careers within Curriculum
- Labour Market Information assembly
- Job of the Week in Tutor
- Leadership Opportunities in Y8: Student Receptionists/Sports Teams/Student Council
- Exploring Options choices and linked careers on Unifrog

Meaningful Encounters for Year 8:

- Labour Market Information Assembly
- Guest Speaker talks in Assembly and Career Drop Down sessions, e.g. Youth Work (YMCA Youth Team Leader), EDF, Sports Training & Pathways, visit from published author for World Book Day
- Alumni Encounters
- Festival Challenge Enterprise Skills Drop Down Day
- Ongoing conversations with parents, carers & other friends and family members about their jobs, training or career journeys; encourage visits to parents' workplace, 'Take your child to work'

Speakers

- Alumni speakers
- FE College talk
- Independent Training Provider assembly (e.g. EDF)
- Guest speaker talks in assembly and Career Drop Down days.
- Introduction to the workplace, Higher Education and Myth Busting talks

Resources for Year 8 Parents and Students:

- Parent Careers Letter explaining the careers programme in Year 7
- School Careers Website: www.crispinschool.co.uk/employability/employability-at-crispin
- Unifrog: www.unifrog.org
- Weekly Newsletter to all Crispin parents includes THRIVE & Crispin Future Ready Careers & Employability content
- [Somerset Careers Hub Parent Facebook](#) Page – with opportunities, resources and ideas.

Key Contacts for Y8:

- Careers Leads – Mrs Drew, Employability Coordinator ddrew@crispinschool.co.uk ; Mr Bullock, Deputy Headteacher & SLT Careers Lead, bullock@crispinschool.co.uk
- Careers Adviser – if your child would like to book a careers advice meeting with Mrs Creed please email office@crispinschool.co.uk

Year 9

Year 9	Routes	Labour Market Information (LMI)	Work Experience (WEX)	Skills
Student Learning Objectives	<p>Understand T Levels, BTECs & all routes.</p> <p>Understand the requirements for GCSE courses</p> <p>Know who & what influences my career choices</p> <p>Talk to a Careers Adviser or an employer about my option choices</p> <p>Link subjects to careers; use Unifrog for additional research</p> <p>Attend Options Assembly & Evening</p> <p>Feel confident in choosing Options subjects (linked to ongoing interests/FE & Training/Careers)</p>	<p>Understand the key industries in Somerset/ Bristol areas</p> <p>Challenge stereotypes in careers (Curriculum for Life/Guest speakers)</p> <p>Identify career role models & articulate early career goals.</p> <p>Be able to name 3 careers that every subject I study could lead to</p> <p>Understand jobs of the future, AI, growth sectors & careers with social impact</p>	<p>Understanding of how to behave in meetings and the workplace</p> <p>Be aware of boundaries & problem solving</p> <p>Understand the Y10 WEX process & how to find placements</p> <p>Consider local employers or sectors of interest. What they do, what roles exist & skills needed.</p> <p>To understand the importance of resilience when applying for work</p>	<p>Digital Skills relating to employability - e.g BT Work Ready drop down day</p> <p>Understand the employability skills employers look for & how to sell myself on a CV/ application form & covering letter</p> <p>Complete a Skills Challenge day to develop skills, e.g. Army Elite Skills drop down day</p>
Speakers / Trips Objectives	<p>Alumni speakers</p> <p>Guest Speakers from different routes, e.g. Creative Careers assembly</p>	<p>Employer & Training talks, e.g. EDF / Creative Careers (Westlands)/BT</p>		
Parent & Carer Learning	<p>Understand the Options Process & where to find information on careers</p>		<p>Understand the WEX Process & how to support my child: the importance of encouraging</p>	

Objectives	<p>and how to support my child</p> <p>Attend Options Evening with student(s)</p> <p>Know my child's legal right to access a careers adviser before making options choices & how to request this</p>		resilience. Encouraging young person to approach employers as this is key learning part of placement process	
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Careers Programme for Year 9 includes:

- Curriculum for Life lessons which include careers; Tutor Programme; Careers within Curriculum
- Labour Market Information assembly
- Job of the Week in Tutor
- Leadership Opportunities in Y8: Student Receptionists/Sports Teams/Student Council
- Exploring Options choices and linked careers on Unifrog

Meaningful Encounters for Year 9:

- Guest speaker talks in assembly; Small Group sessions; Career Drop Down sessions, e.g. EDF/Creative Careers (Westlands)/BT WorkReady
- Alumni Encounters
- Army Elite Skills Drop Down Day
- Discussions with parents about Options/Options Assembly & Evening

Resources for Year 9 Parents and Students:

- Parent Careers Letter explaining the careers programme in Year 7
- School Careers Website: www.crispinschool.co.uk/employability/employability-at-crispin
- Unifrog: www.unifrog.org
- Weekly Newsletter to all Crispin parents includes THRIVE & Crispin Future Ready Careers & Employability content
- [Somerset Careers Hub Parent Facebook](#) Page – with opportunities, resources and ideas.
- Parents may request a careers appointment for their child if this would be useful to help with Options choices

Key Contacts for Y9:

- Careers Leads – Mrs Drew, Employability Coordinator ddrew@crispinschool.co.uk ; Mr Bullock, Deputy Headteacher & SLT Careers Lead, bullock@crispinschool.co.uk
- Careers Adviser – if your child would like to book a careers advice meeting with Mrs Creed please email office@crispinschool.co.uk

Key Careers Dates for Year 9 Parents

- Y9 Options Evening

Year 10

Year 10	Routes	Labour Market Information (LMI)	Work Experience (WEX)	Skills
Student Learning Objectives	<p>Understand all Post 16 options</p> <p>Understand support available for different learning needs in various pathways</p> <p>Complete Future Skills Questionnaire to establish KS4 baseline</p>	<p>Apply LMI to considering work experience placements</p> <p>How does LMI influence career choice</p> <p>Investigate Sector specific skills & qualifications using Unifrog.</p>	<p>Understand & demonstrate key interview skills</p> <p>Create a good quality CV highlighting employability skills, with feedback from an employer, to further enhance</p> <p>Complete a Mock Interview with an employer</p> <p>Complete Work Experience Placement process using Unifrog</p> <p>Complete 5 days WEX</p> <p>Demonstrate appropriate workplace etiquette, punctuality, & dress code.</p> <p>Engage with feedback from supervisors & peers to improve performance</p> <p>Post WEX review - what skills were gained?</p> <p>Observe & reflect on professional behaviours, communication styles, & team dynamics. Evaluate personal strengths & areas for development using tools like Unifrog.</p> <p>Reflect on how the WEX aligns with career interests & future goals. Identify transferable skills gained and how they apply to different sectors</p>	<p>Understanding finance at University & budgeting, e.g. Falmouth University talk</p> <p>Practice professional communication — verbal, written, & digital.</p> <p>Participate in Mock Interviews & Year 10 Careers Day</p>
Speaker/ Trip Learning	Guest speaker(s) talks on all routes, e.g. EDF/Social Work & Probation		Y10 Mock Interviews Employer talk on How to Behave in the Work Place	UCS College Group - Student life & Budgeting talk

Objectives	Service/Creative Careers Careers, Apprenticeships & Jobs Fair FE College Taster Day Curriculum for Life & Careers Day speakers/guests discussing what makes good workplace behaviour and attitude Small group Careers talks		Y10 WEX Week	
Parent Learning Objectives	Understand all routes & specific focus on Supported Internships, pre apprenticeships & where students can do T Levels.		Understand the WEX process & ways to support in finding a quality placement Y10 Post WEX Survey	

Careers Programme for Year 10 includes:

- Curriculum for Life lessons which include careers; Tutor Programme; Careers within Curriculum
- Labour Market Information Assembly & UCS College Group Assembly
- EAL Assembly (EDF) & small group sessions
- Job of the Week in Tutor
- Create a CV & small group interview skills sessions
- Work Experience Launch Assembly
- Monthly Careers Cafes

Meaningful Encounters for Year 10:

- Year 10 Careers Day – Carousel of Employer Workshops
- UCS College Group Careers, Apprenticeships & Jobs Fair
- Falmouth University Creative Careers session
- Small Group Careers speakers sessions, e.g. Medicine/Veterinary/Social Work & Probation Service/Barbering Skills & Pathways/Emma Rice Theatre Arts & Careers Workshops
- Bridgwater & Cannington Colleges Taster Day
- Mock Interview Day
- Work Experience Week

Speakers

- Employer / Apprenticeship speakers
- FE College & University talk
- Independent Training Provider workshop
- Guest speaker talks in assembly and Career Drop Down days.

- Employer & Alumni Speakers:

Resources for Year 10 Parents and Students:

- Parent Careers Letter explaining the careers programme in Year 10
- School Careers Website: www.crispinschool.co.uk/employability/employability-at-crispin
- Unifrog: www.unifrog.org
- Weekly Newsletter to all Crispin parents includes THRIVE & Crispin Future Ready Careers & Employability content
- [Somerset Careers Hub Parent Facebook](#) Page – with opportunities, resources and ideas.

Key Contacts for Y10:

- Careers Leads – Mrs Drew, Employability Coordinator ddrew@crispinschool.co.uk ; Mr Bullock, Deputy Headteacher & SLT Careers Lead, bullock@crispinschool.co.uk
- Careers Adviser – if your child would like to book a careers advice meeting with Mrs Creed please email office@crispinschool.co.uk

Key Dates for Year 10 Parents

- Year 10 Work Experience Week
- Y10 Parents Evening

Year 11

Year 11	Routes	Labour Market Information (LMI)	Work Experience (WEX)	Skills
<p>Student Learning Objectives</p>	<p>Fully explored & know all Routes in detail i.e. what T Levels are available & where</p> <p>SEND students awareness of what is a Supported Internship Is & which ones are available locally</p> <p>Students who need transition support have made several quieter visits & are comfortable with their new destination</p> <p>Have a personal action plan for next steps in education or employment</p> <p>Understanding Application planning & completing a successful application for next best steps destination</p> <p>Understand the Post 16 bursary</p> <p>Have planned their transport & are comfortable with this, support for practicing transport use this for students who need it</p> <p>Complete FSQ to identify any gaps in knowledge</p> <p>All students have had at least one 1-2-1 careers appointment with a Level 6+ qualified careers adviser for at least 30 mins, with an action plan shared with tutor, parents</p>	<p>Use LMI & Evaluate job market trends to influence</p> <p>Post 16 pathways</p>	<p>Career values & wellbeing in careers</p> <p>Understand workplace rights & responsibilities : include scenarios around discrimination, whistleblowing, safeguarding</p> <p>Understand recruitment practices & employer expectations. Contracts, probationary periods, gross misconduct, dismissal process</p> <p>Have a detailed understanding of how to make a strong application & perform well at interview</p>	<p>Understand collaboration and leadership styles</p> <p>Explore different leadership approaches (e.g. directive, supportive, delegative) & how they impact team dynamics</p> <p>Practice delegation & inclusive communication that fosters positive workplace relationships</p> <p>Be able to apply conflict resolution & decision-making strategies</p> <p>Create specific, measurable, achievable, relevant, & time-bound goals related to career readiness. Use planners or digital tools like Trello, Notion, or Google Tasks to monitor progress & reflect on achievements</p> <p>Demonstrate self-management & accountability Practice time management, prioritisation, & self-reflection. Engage in activities that require</p>

	<p>& SENCO</p> <p>Y11 Leavers Survey</p>			<p>independent planning & follow-through, such as project deadlines</p> <p>Understand resilience & managing change, what to do if they don't like their new course or subject - where to access support</p>
<p>Speaker / Trip Objectives</p>	<p>Transitions Evening</p> <p>College & Sixth Form subject taster</p> <p>Talks from several local colleges, 1 focussing on T Levels, 1 on apprenticeships</p> <p>Pre-Apprenticeships talk</p> <p>SS&L</p>		<p>HR Employers talk on workplace rights & responsibilities & managing workload & boundaries in the workplace- mental health, dismissal, gross misconduct, probation.</p>	<p>Alumni talk/ videos from college students- what to expect in the first week & how to handle it if you don't like your course</p> <p>Motivational speaker on resilience, fear, failing & learning</p>
<p>Parent Learning Objectives</p>	<p>Know all Routes in detail what are T Levels. What is a supported internship</p> <p>Know when post-16 open days are.</p> <p>SEN parents fully understand what is a supported internship & which are available locally and at what age</p> <p>Understand the Post 16 bursary & where to find information at their next institution. Have</p>	<p>Y11 Year group letter Sept, so have links to lots of next steps resources (LF)</p>	<p>Follow the Somerset Careers Hub Parent Facebook Page for information about local apprenticeships recruiting & how to apply for workplace & lots of information about other routes</p>	

	considered transport Y11 parent survey			
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Careers Programme for Year 11 includes:

- Year 11 have PSHE lessons which includes careers as well a tutor programme and careers within curriculum lessons
- College Taster Day 2
- Completing the Future Skills Questionnaire
- Labour Market Assembly
- Leadership Opportunities: school council, house sports captains, school Prefects, Head Students
- College Talks
- Independent Training provider talks
- Student leavers careers survey
- Interview Skills
- All students will receive a 1-2-1 careers advice appointment with our Level 7 qualified careers adviser

Meaningful Encounters for Year 11:

- These will be held through guest speaker talks in assembly and Career Drop Down sessions
- Careers Fair – off site
- UCS Apprenticeship Fair
- Strode College subject taster day

Resources for Year 11 Parents and Students:

- [Somerset Careers Hub Parent Facebook](#) Page – with opportunities, resources and ideas.
- Parent careers letter explaining the careers programme in Year 11
- Parent Careers Y11 leavers Survey
- School Careers Website: www.crispinschool.co.uk/employability/employability-at-crispin
- Unifrog www.unifrog.org
- Careers Opportunities communicated in the school bulletin
- [Post 16](#) Routes document
- [Parent & Student Padlet](#) – updated daily with opportunities

Key Contacts for Y11:

- Careers Leads – Mrs Drew, Employability Coordinator ddrew@crispinschool.co.uk ; Mr Bullock, Deputy Headteacher & SLT Careers Lead, lbullock@crispinschool.co.uk
- Careers Adviser – if your child would like to book a careers advice meeting please email Mrs Creed; screed@crispinschool.co.uk