

School: Oak Tree School

Careers Lead: Beccy Root

School Success Criteria for Effective Careers Education Delivery:

- Schools work towards 100% compliance against the SEND Gatsby Benchmarks (including the new refined Benchmarks from Sept 2025).
- Schools work towards embedding the new guarantee of a minimum of 10 days work experience across KS3 and KS4.
- All leaders and staff understand the importance of a quality Careers Programme.
- Close working between school’s leaders, careers leaders, teachers and careers specialists is important for effective careers guidance.
- Schools actively link curriculum learning to careers education.
- Schools effectively collect and use destinations data, to help to evaluate and impact of school-wide provision.
- Schools understand the need to promote both technical, vocational and academic pathways.
- CPD is delivered to colleagues as a means of effective professional development.
- The impact of school Careers Education is regularly monitored and evaluated.



State and date the Meaningful Employer Encounters / Careers Events (what is specifically planned for each year group e.g., Year 7 STEAM Day)	Date	Provider Access Legislation Encounter (technical education and apprenticeship guidance) – one in Years 8, 9, 10 & 11 (mandatory) and one in Years 12 & 13 (optional) e.g., Options Events, Assemblies, Taster Events, College Visits – please date and name providers	Date	Work Experience Guarantee: 10 days of work experience during KS3 and KS4. What might this start to look like e.g. visits to workplaces, work shadowing, work experience, virtual experiences, current part-time work	Date
Year 7:	On going throughout the year			Community visits to local businesses Volunteering Trip	On going throughout the Year



<ul style="list-style-type: none"> • Human library A – Z – exposure to different careers and links to community visits • March 2nd – 7th 2026 National careers week – drop down sessions during this week <ul style="list-style-type: none"> ○ Role play sessions ○ Invite local businesses to talk ○ Visits to local businesses ○ Health Reach Workshop - UoR 					
<p>Year 8:</p> <ul style="list-style-type: none"> • Human library A – Z – exposure to different careers and links to community visits • March 2nd – 7th 2026 National careers week – drop down sessions during this week <ul style="list-style-type: none"> ○ Role play sessions ○ Invite local businesses to talk ○ Visits to local businesses ○ Health Reach Workshop - UoR • Work ready skills workshops • Unifrog 	<p>On going throughout the year</p>	<ul style="list-style-type: none"> • Berkshire careers hub – LMI • Assemblies 	<p>On going throughout the year</p>	<p>Community visits to local business Volunteering Trips</p>	<p>On going throughout the Year</p>
<p>Year 9:</p> <ul style="list-style-type: none"> • Human library A – Z – exposure to different careers and links to community visits 	<p>On going throughout the year</p>	<ul style="list-style-type: none"> • Berkshire careers hub – LMI • Assemblies • Unifrog 	<p>On going throughout the year</p>	<p>Community visits to local business Volunteering Trips</p>	<p>On going throughout the Year</p>



<ul style="list-style-type: none"> • March 2nd – 7th 2026 National careers week – drop down sessions during this week <ul style="list-style-type: none"> - Role play sessions - Invite local businesses to talk - Visits to local businesses on Community Visits • Work ready skills workshops • Trust Careers Fair 		<ul style="list-style-type: none"> • Visit to Reading College • Options evening • Options review meetings 			
Year 10:					
Year 11:					
Year 12:					
Year 13:					

Key Changes

- **BM1:** Stable Careers Programme – changes to language, **careers leader being trained in role**, explicitly detailing how parents and carers will be engaged throughout, greater purpose of evaluation and impact.
- **BM2:** Career and Labour Market Information – changes to language, recognising key careers influencers for info on future pathways, study options and labour market opportunities, greater emphasis on SEND.



- **BM3:** Addressing the Needs of each Young Person – embedding principles of equality, diversity and inclusion, greater emphasis on SEND, challenging misconceptions and showcasing a diverse range of role models, tracking participation in their entire careers programme, **collection of destination data for three years has been removed.**
- **BM4:** Linking Curriculum Learning to Careers – linking curriculum learning should be part of school's overall programme, all subject and courses should contain opportunities to learn about links into different careers, careers should form part of the school's ongoing staff development programme.
- **BM5:** Encounters with Employers and Employees – minimal changes other than an expanded definition of what constitutes a 'meaningful' encounter eg should focus on skills, recruitment process, what it takes to be successful, own part-time employment can now be taken into account as an encounter.
- **BM6:** Experiences of Workplaces – sharpening what a meaningful experience should look like, **introduction of two weeks of work experience across KS3 and 4, based upon the equalex learning outcomes model (a framework of structured learning outcomes based upon 3 core themes, clearly mapped and planned).** KS5 work experience expectations remain.
- **BM7:** Encounters with Further and Higher Education - changes to language, young peoples should have encounters with a full range of provider types by age 16
- **BM8:** Personal Guidance – **all young people should have a personal guidance meeting by age 18, in addition to their meeting by age 16**, work more closely with key staff eg SENDCos, arrangements for personal guidance should now be published on school websites.