

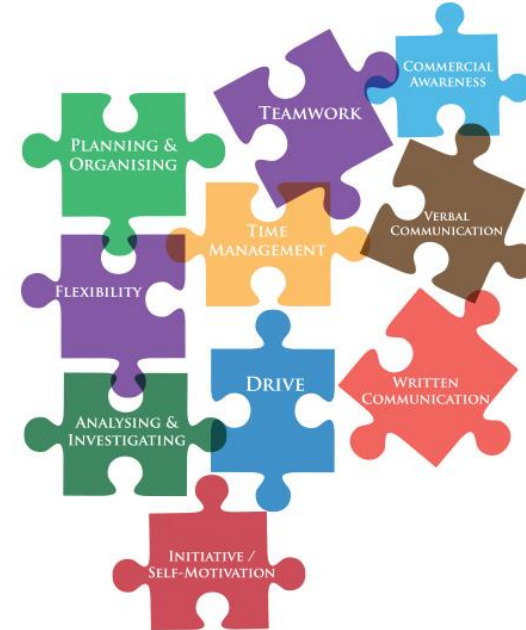
Careers at NCC



Everyone Counts
Everyone Contributes
Everyone Succeeds

Careers **statutory guidance** is for:

- governing bodies
- school and college leaders
- careers leaders and staff in maintained schools
- academies
- free schools (including alternative provision academies and free schools)
- colleges (that provide secondary education and post-16 education)
- local authorities that maintain pupil referral units



It applies to:

- all pupils in school from year 7 to year 13
- all learners in college up to and including the age of 18
- learners aged up to 25 with a current EHCP (education, health and care plan) in place

Statutory guidance is issued by law. You must follow it unless there is a good reason not to.

The Gatsby Benchmarks

The Gatsby Benchmarks define what is considered world-class in careers guidance. The Gatsby Benchmarks provide a clear framework for organising the careers provision in our school.

Our students deserve a high-quality careers guidance system to help them navigate the ever-changing world of work. Career guidance is a key means of tackling unemployment, underemployment and addressing the skills misalignment in this country.

<https://www.youtube.com/watch?v=FTRJImN6jeU>

The Gatsby Benchmarks

Black= Current Guidance Red= From September 2025



Gatsby Benchmark 1

A stable careers programme

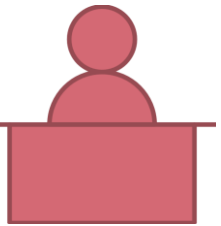
Careers guidance must be embedded in the institution's vision and strategic plans; greater emphasis on leadership, governance, and whole- staff involvement



Gatsby Benchmark 2

Learning from career and labour market information

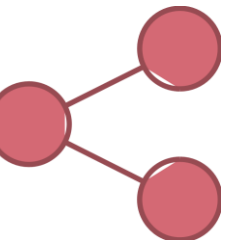
Stronger focus on using information and data to inform decision-making; ensure all students can explore all pathways equitably; collect and use data on aspirations and destinations



Gatsby Benchmark 3

Addressing the needs of each pupil

Enhanced focus on inclusion, ensuring tailored support for vulnerable, disadvantaged, and SEND students; explicit requirement to monitor and address individual needs



Gatsby Benchmark 4

Linking curriculum learning to careers

Greater emphasis on integrating careers into all curriculum areas and making it a whole- institution responsibility

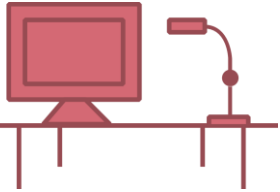
The Gatsby Benchmarks



Gatsby Benchmark 5

Encounters with employers and employees

Emphasis on offering a variety of meaningful encounters, including time for preparation and reflection; use technology to enhance (not replace) in-person activity



Gatsby Benchmark 6

Experiences of workplaces

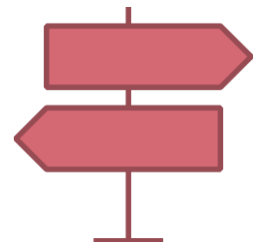
Strengthened definition of “meaningful” workplace experiences, aligned with the new Work Experience Guarantee; focus on quality and impact of experiences



Gatsby Benchmark 7

Encounters with further and higher education

Continued focus, with added emphasis on ensuring all pathways are accessible and information is shared with parents/carers



Gatsby Benchmark 8

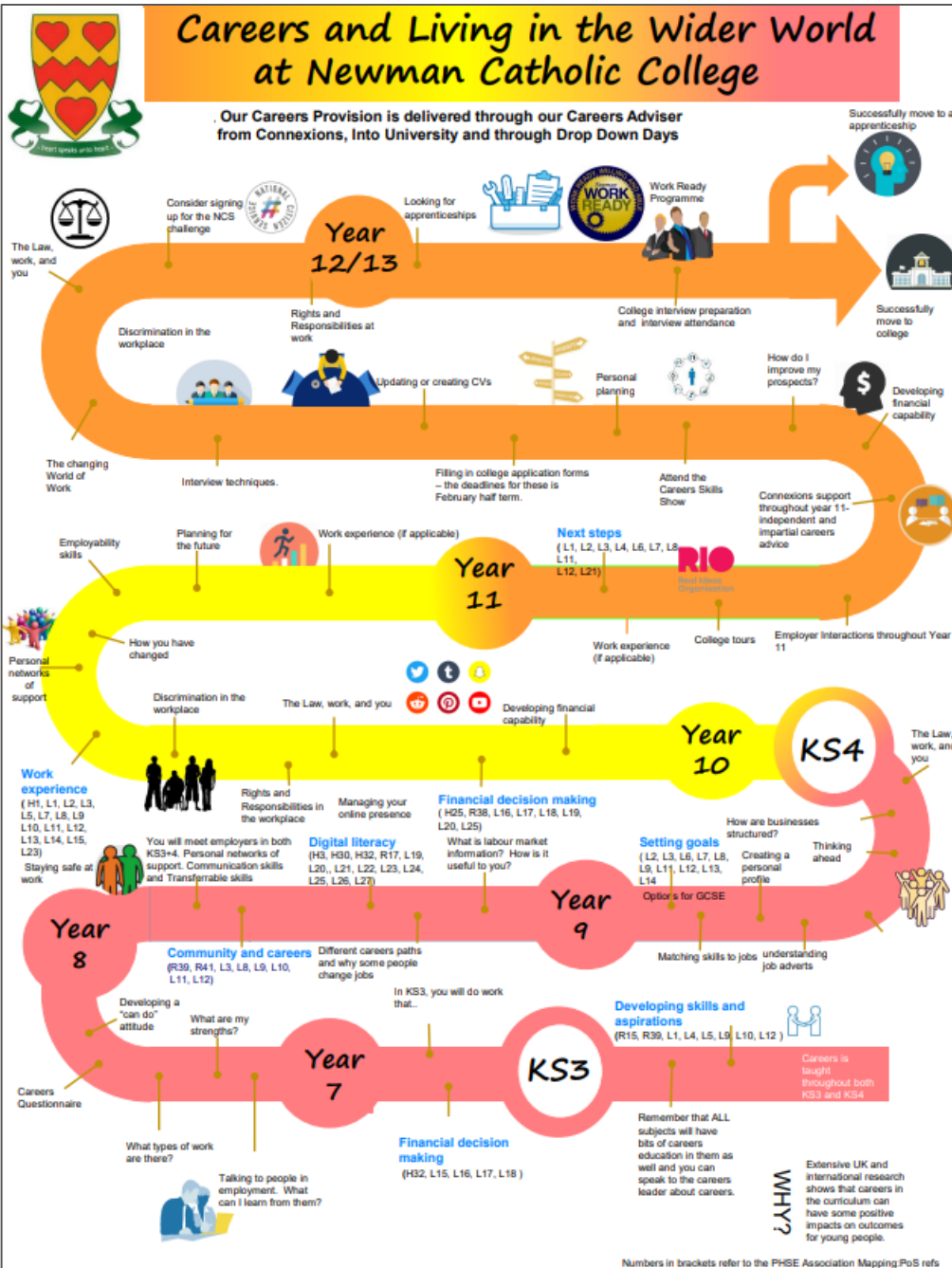
Personal Careers Guidance

Maintains core principle, with increased focus on impact, inclusion, and tailoring support to individual aspirations and needs

In Summary.....Key Themes in the 2025 Updates

- **Careers is at the Heart of Education and Leadership:** Careers guidance is now a whole- institution responsibility, integrated into strategic planning and leadership structures.
- **Inclusion and Impact:** Tailored support for every young person, with particular attention to those who are vulnerable, disadvantaged, or have SEND.
- **Meaningful and Varied Encounters:** A greater variety and quality of employer and workplace experiences, with opportunities for preparation and reflection
- **Information and Data Use:** Enhanced use of data to inform guidance, track aspirations, and evaluate long-term outcomes
- **Parent and Carer Engagement:** Parental involvement is now embedded, recognising their influence on career decisions and ensuring information is shared and used collaboratively

These updates aim to ensure the Gatsby Benchmarks remain robust, inclusive, and relevant for the evolving educational and employment landscape as of September 2025



Our Careers mission:

- To inspire and support young people in the transition to the fast-changing world of work
- Strengthen the links between education and employment
- Raise the profile & quality of Careers Education in our school through the 8 Gatsby Benchmarks
- Raise aspirations among young people and help every young person in Newman Catholic College find their best next step



Tiffany Li- NCC Careers Advisor

- **One to one interviews with Year 10,11,Sixth Form, Students with EHCPs**
- **Liaises with Heads of Year**
- **Career Drop In Sessions**
- **Whole School Careers Fair**
- **Apprenticeship Activities**

Careers Fair



Apprenticeship Week





The concept of Work Ready caters to the needs of students aged 16-18, many of whom had only recently arrived in the country. The Work Ready Programme runs alongside the students' existing studies and offers a different placement each month in order to give our students an insight into life in the work place.

We appreciate the network of local businesses our Work ready Coordinator, Mr Albert has engaged with to provide placements.



Visiting Speakers from different Career Pathways





Work Placement Experiences



London Borough
of Hounslow



ARMY
BE THE BEST



Sixth Form Enrichment Activities- Introducing students to new skills eg: Hair and Beauty, Floristry, Primary School Mentoring





Curriculum Focused Assemblies- Introducing students to the range of job possibilities in that particular field





Alumni Students

We have many successful alumni who have gone onto success in their different professions. We also have a number of ex students as role models working in NCC



IntoUniversity

IntoUniversity offers our school a programme of free immersive educational activities and workshops. These support students' aspirations, attainment and development of key skills that promote success at school and beyond.

Workshops and trips have included

- University Applications
- Business in Focus
- Leadership in Focus
- Personal Statements
- Student Finance
- Employability



Careers and Living in the Wider World Drop Down Days



Year 7			
Financial Harmony	The US Trust Employer Careers Panel	AI Artificial Intelligence	Soft Skills for Success
Year 8			
Financial Harmony	The US Trust Employer Careers Panel	AI Artificial Intelligence	Gaming Awareness
Year 9			
Financial Harmony	The US Trust Employer Careers Panel	AI Artificial Intelligence	UNIFROG
Year 10			
UNIFROG	The US Trust Employer Careers Panel	AI Artificial Intelligence	Gambling Awareness

PSHE Careers Provision Topics

Year 7	You and your decisions- State Management, What influences your decisions?
Year 8	You and your future- Being Responsible, GCSE Choices
Year 9	Building your confidence, Self Esteem, Coping with challenges and change, Problem Solving
Year 10	You and your future- You and your career, You and your options, You, work and technology, You and your workplace skills You and your money- Getting paid, Becoming financially independent
Year 11	Reflecting on your choices- Reflection and feedback, Personal strengths and areas for development, Goal setting and future choices
Year 12	Apprenticeships, Applications and personal presentation, Employability Skills, Careers in the Core Subjects (English, Maths, Science) University Personal statements, Researching different jobs,
Year 13	Work Ethic and motivation, Leadership Skills, Personal Branding, Personal Statements and extra curricular activities, Problem Solving, Employability Skills and Initiative,



unifrog

unifrog Careers education learning journey (Post-16)

	<p>Create a personal brand (CV and online)</p>	<p>Prepare for interviews</p>	<p>Learn how to manage transitions</p>	<p>Prepare for an employer assessment day</p>	<p>Learn about self-employment</p>	<p>Discuss: the 4-day week</p>
	<p>Prepare for a careers 1:1</p>	<p>Explore pros and cons of post-18 pathways</p>	<p>Learn how to set career goals</p>	<p>Learn how to network and be enterprising</p>	<p>Learn how to balance life, learning and work</p>	<p>Discuss: what makes a good employer?</p>
	<p>Grow throughout life Grow throughout life by learning and reflecting on yourself, your background, and your strengths.</p>	<p>Explore possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.</p>	<p>Manage career Manage your career actively, make the most of opportunities and learn from setbacks.</p>	<p>Create opportunities Create opportunities by being proactive and building positive relationships with others.</p>	<p>Balance life and work Balance your life as a worker and/ or entrepreneur with your wellbeing, other interests and your involvement with your family and community.</p>	<p>See the big picture See the big picture by paying attention to how the economy, politics and society connect with your own life and career.</p>

Careers education learning journey (11 - 16)

<p>Y11</p>	<p>Reflect on your employability skills</p>	<p>Explore pros and cons of post-16 pathways</p>	<p>Learn how to choose a post-16 pathway</p>	<p>Research volunteering and paid work</p>	<p>Compare apprenticeships and HE</p>	<p>Discuss: is AI a threat to our jobs?</p>
<p>Y10</p>	<p>Reflect on your career journey</p>	<p>Explore employer profiles</p>	<p>Learn about different career types</p>	<p>Prepare for work experience</p>	<p>Learn about workplace wellbeing</p>	<p>Discuss: in person, hybrid and remote working</p>
<p>Y9</p>	<p>Reflect on your skills</p>	<p>Explore learning pathways after school</p>	<p>Learn how to choose KS4 options</p>	<p>Find out how to take control of your career journey</p>	<p>Learn how to manage your money</p>	<p>Learn about the labour market (LMI)</p>
<p>Y8</p>	<p>Reflect on your interests</p>	<p>Explore CVs</p>	<p>Learn about the workplace</p>	<p>Find out how to create the life you want</p>	<p>Define what success looks like</p>	<p>Learn about careers and the climate</p>
<p>Y7</p>	<p>Reflect on who you are</p>	<p>Explore dream jobs</p>	<p>Learn what we mean by 'career'</p>	<p>Find out what entrepreneurs do</p>	<p>Learn about work-life balance</p>	<p>Learn about careers and the future</p>
<p>unifrog the universal destinations platform</p>	<p>Grow throughout life Grow throughout life by learning and reflecting on yourself, your background, and your strengths.</p>	<p>Explore possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.</p>	<p>Manage career Manage your career actively, make the most of opportunities and learn from setbacks.</p>	<p>Create opportunities Create opportunities by being proactive and building positive relationships with others.</p>	<p>Balance life and work Balance your life as a worker and/ or entrepreneur with your wellbeing, other interests and your involvement with your family and community.</p>	<p>See the big picture See the big picture by paying attention to how the economy, politics and society connect with your own life and career.</p>

What's the point?

What's the point of Design and Technology?
How your D&T lessons link to your future career



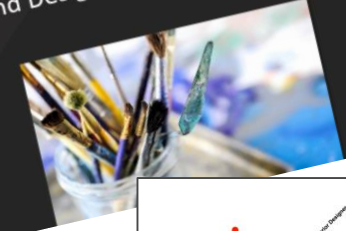
What's the point?

What's the point of Computer Science?
How Computing lessons link to your future career



What's the point?

What's the point of Art?
How your Art and Design lessons link to your future career.



Careers Resources for Students



What's the point?

What's the point of learning a foreign language?
How your language lessons link to your future career



What's the point?

What's the point of History?
How your History lessons link to your future career

