



# Careers Long Term Plan



Independence &  
Preparation for  
Adulthood

## Intent:

At Westbury, we deliver a comprehensive careers programme that actively engages students across all year groups. Our approach integrates weekly careers-focused tutor activities, assemblies, insights from guest speakers, dedicated drop-down days, internal work experience (for pupils in the Preparation Phase), and visits to local employers and further education providers. From Year 8 onwards, pupils access visits to Post-16 providers within the local, and wider community. In Years 10 and 11, students also benefit from the opportunity to undertake work experience.

Recognising the vital role of careers education, we ensure it is woven into the curriculum of every subject, raising the aspirations of our students by connecting their learning to real-world applications and supporting their **Independence** and **Preparation for Adulthood**. Throughout their time at Westbury, pupils will also have the chance to participate in a variety of annual enterprise projects, such as Westbury Goes Green and the Christmas Fair.

Guided by the Gatsby Benchmarks, our careers offer is adapted to meet the diverse needs of our learners and is embedded through subject teaching, tutor time, and enrichment events (including through links with local employers, Futures, and the EMCCA careers hub). We quality assure our careers offer through Compass and track pupils' engagement through Compass+ and floor books.



## Careers: Westbury's Assessment Pathways

At Westbury Academy, the Careers curriculum is closely aligned with our Assessment Pathways, ensuring a progressive focus on developing pupils' understanding of the world of work, their communication skills, and their readiness for independence and adulthood.



### Assessment Pathway One



Reading &  
Writing



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Expressive  
Communication

Pupils are supported in developing and understanding of the world of work

- A focus on jobs and the world of work around them
- Practical tasks including soft skills such as teamwork and problem solving
- Development of communication skills in written work and oracy



### Assessment Pathway Two



Applied  
Learning



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Social  
Interaction

Pupils begin to apply knowledge in structured and real-life contexts, developing resilience and independence.

- A focus on written communication and decision making
- Understanding of data through engagement with labour market information.
- Action-planning and expression of personal preferences
- Oracy development through interactions with future employers and placements



### Assessment Pathway Three



Creative Thinking



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Purposeful  
Dialogue

Pupils are encouraged to demonstrate ambition and ownership in their learning, applying thinking across a range of contexts.

- Application of data through engagement with labour market information.
- Use of abstract and real-world scenarios, and cross-subject links
- Opportunities for self- and peer-assessment to promote reflection
- Personal planning and goal-setting





### Personal Development Links

The careers curriculum at Westbury Academy plays a key role in supporting pupils' Personal Development. Through carefully planned learning experiences, pupils build their knowledge of post-16 options, resilience and communication skills required to navigate real-life contexts, explore the world of work, and develop the independence needed for life beyond school.

### Personal Development Links

- Resilience and self-belief: Self-reflection to build on existing skills and knowledge to fulfil ambitions.
- Problem-solving and critical thinking: Regular opportunities to apply logic, analyse data and interpret information support decision-making across the curriculum and in life.
- Communication: Pupils are supported to articulate reasoning using appropriate vocabulary, strengthening their confidence, oracy development, and precision when working with others, including external providers.
- Confidence and curiosity: Pupils are encouraged to question, explore patterns and seek solutions, through the curriculum and in the world of work through work experience opportunities and external providers.
- Life skills: Application of skills including applying for post-16 options, being a successful member of the workforce, and financial education, including understanding of budgeting and saving.
- Citizenship and responsibility: Understanding of how different careers contribute to society, and their role in the wider workforce.



## Careers Curriculum Sequence

Careers education in Years 3 to 9 is embedded through targeted tutor time sessions and meaningful cross-curricular links. Pupils are introduced to the world of work in age-appropriate ways, exploring job roles, aspirations, and workplace skills. These experiences are designed to build early awareness, communication skills, and personal ambition in preparation for years 10 and 11.

### Year 3/4

Year Group	Assessment Pathway/s	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
3/4	1, 2, 3	People who help us	When I grow up	Understanding money	Teamwork at work	Enterprise Project	

### Year 5/6

Year Group	Assessment Pathway/s	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
5/6	1, 2, 3	Breaking stereotypes	All about me	What is a career?	Skills for the future	Enterprise Project	

### Year 7

Year Group	Assessment Pathway/s	Autumn 1		Autumn 2		Spring 1		Spring 2		Summer 1		Summer 2	
7	1	Career sectors and possibilities	Hidden jobs	Growing sectors	Strengths	Motivation	What is work?	Career paths	Breaking stereotypes	Bias in language	Barriers and solutions	Team roles	Enterprise
7	2, 3	Career Paths		Strengths, values and motivation		What's out there?		Challenging stereotypes		Enterprise and teamwork			



## Year 8

Year Group	Assessment Pathway/s	Autumn 1		Autumn 2		Spring 1		Spring 2	Summer 1		Summer 2
8	1	Work and me	Work styles	Soft skills	Career stories	Day in the life		Job myths	Sectors recap	Future work	Decision making
		My influences	My barriers	Positive thinking	Challenging stereotypes	Entrepreneurship		Preparation for work	Careers research	Careers quiz	Pupils show what they've remembered
	2, 3	Career sectors and labour market		Employability and enterprise skills		Understanding career pathways		World of work	Goal setting and future planning		Exploring careers in retail

## Year 9

Year Group	Assessment Pathway/s	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
9	1	Me and my future	Me and my future	Real life work skills	Exploring the world of work	Planning my path	Future me showcase
9	2,3	My choices, my future	Career pathways	Labor market information	Workplace skills and behaviours	World of work	Next steps and personal planning

## Years 10 and 11

During Years 10 and 11, pupils receive half-termly, timetabled careers lessons (50 minutes) that build on the knowledge and skills developed in earlier years. These sessions deepen pupils' understanding of pathways and options post-16, while continuing to develop practical skills such as CV writing, interview preparation, and personal planning. Careers learning is also reinforced through cross-curricular opportunities, including enterprise projects, subject-specific employer engagement, and personal development activities that promote independence and future readiness.

### Year 10

Year Group	Assessment Pathway/s	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
10	1	Who am I at work?	Real world work skills	Working life and understanding pay slips	Routes and qualifications	Labour market information (LMI)	My future toolkit
10	2,3	Revisiting and reflecting on me	Exploring career pathways in depth	Decision-making skills	Labour market and future jobs	Preparing for work experience	Building employability skills Creating a personal career plan

### Year 11

Year Group	Assessment Pathway/s	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
11	1	My work identity	Advanced work skills	Advanced work skills	Career pathways and qualifications	CV Writing Labour market and job trends	My future toolkit and action plan
11	2,3	Who am I becoming?	Post-16 pathways and applications	Careers research and decision-making	Preparation for transition	Employability and world of work	Personal planning and goal-setting Careers clinic/consolidation workshop