



Careers Offer 2026-2027

Careers Mission/Vision

At Erasmus Darwin Academy, we believe that giving students the best careers education and guidance is vital to improving their motivation to learn and help them to achieve.

As part of their education at EDA, we encourage students to reflect upon who they are, and who they would like to become. In order to complete this journey, we provide a broad range of aspirational activities, which support this exploration and the development of skills.

Careers Rationale

The revised statutory guidance for careers was introduced in January 2018. The eight Gatsby benchmarks that underpin the statutory guidance are shown below:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Overview of our Careers Offer

The Careers Education, Information, Advice and Guidance (CEIAG) programme is a vital part of every pupil's education. It is mainly delivered through the Personal Development curriculum offer but also linked to subject lessons where appropriate and the morning tutorial sessions and assemblies. Professional careers guidance is provided through an independent, impartial Careers Adviser from Staffordshire County Council whom is available to everyone. Pupils are also encouraged to learn from experiences of work, other projects and the reviewing and recording of achievement in developing the skills they need for their future career choice and development.

In line with guidance and using the eight Gatsby Benchmarks, we aim to help students:

- understand their options and different paths to work, to plan the steps they need to take, and to get from where they are to where they want to go;
- be inspired about new opportunities they might not have known about (or that might not exist yet), or thought they could not achieve;
- understand their knowledge and skills and how they can be used in the workplace;
- get, hold and progress in a job, whatever their age, ability or background;
- increase the amount they earn across their working lives;
- improve their well-being through doing a job they are good at and enjoy.

How we meet the Gatsby Benchmarks

The Careers Leader is responsible for consulting with the other partners in the development, delivery and Quality Assurance of CEIAG in the school, and for ensuring the programme is up-to-date, impartial, and appropriate for the age and wide range of aspirations & abilities of the pupils. The Compass + evaluation tool (developed by the Careers and Enterprise Company) will be used to identify both strengths and area for development within our provision.



Purpose of Careers days

At EDA we offer “off timetable” days per academic year known as Careers days. The content covered within these days forms an integral part of our overall careers offer. Themes are designed to directly relate to the Gatsby benchmarks and/or key employability skills.

Year 7

Introduction to Careers in subject areas

connected directly to Gatsby Benchmark 4 “Linking Curriculum learning to Careers” it aims to give our pupils an introduction to how careers link to different subject areas.

Year 8

STEM workshops:

The importance of STEM learning is highlighted specifically within Gatsby Benchmark 4, especially it regards to its relevance to a wide range of career paths. Students will benefit from encounters with employers and employees during these visits (Benchmark 5).

Year 9

Business Enterprise – Dragons Den (visitors from Industry)

Working alongside Entrust, this hugely popular event allows students to learn and practice a wide variety of business, enterprise and employability skills whilst giving them chance to encounter employers and employees (Benchmark 5).

Year 10

Careers and Industry day (visitors from Industry)

A number of workshops related to careers are included in the day. In particular, guidance is given on creating CV's, writing a letter of application and preparation for interview. Indeed, a number of students will receive a mock interview from a visitor from industry. (Benchmark 5 – encounters with employers).

Year 11

Visit to What Career? What University? Show, NEC

The purpose of this visit is to expose students to a huge range of pathways and opportunities that are available to them post 16. Students get chance to engage with employees and employers (Benchmark 5) along with having opportunity to access a wide variety of further and higher education providers. (Benchmark 7). This visit also relates to benchmark 3 “Addressing the needs of each pupil” as it provides a personalised and bespoke experience directed largely by the student themselves.

Year 12

Getting prepared for post 18 learning – UCAS applications

Students in year 12 use this day to focus on getting prepared for post 18 learning. Workshops relating to the successful creation of a personal statement and opportunity to engage with either the UCAS application process or other work related learning options. This relates to Benchmark 3 – addressing the needs of each pupil and Benchmark 7 – encounters with Further and Higher Education.



Year 13

Structured study day

Students in year 13 will be allocated extra time in subjects of need as appropriate on this day.

Student Experience (Quality Assurance)

Opportunities for student feedback and voice come from the completion of the whole school student survey which takes place twice per school year, with analysis shared with wider staff. Evaluation forms are completed by students both in the subject areas of Personal Development and Careers day experiences as appropriate.

Specific careers related content will be seen during learning walks and other forms of quality assurance as part of the Personal Development T & L strategy.

Evaluation of Careers provision will also be discussed at Academy Council at least once per year.

Staff Experience (Quality Assurance)

Whole school staff CPD and specific CPD within the Personal Development team will be given as appropriate. Opportunities for staff to give feedback are offered/invited both during or after careers specific curriculum delivery time.

External Partners

We use the following external partners to support our careers provision:

Staffordshire County Council – provide professional expertise, independent and impartial advice to our young people which is an essential part of any careers offer. The careers advisor is available in school every Thursday and Friday. As well as one to one interviews, group work is also delivered to qualification and advanced stage students across a range of topics. The careers advisor attends Year 11 and Year 13 parent's consultation evenings, along with GCSE and A-Level results day each year.

MPLOY – are used to offer support to both our Y10 and Y12 students undertaking work experience. In particular, use of a digital platform is used to help students prepare for and evaluate the experience along with independent health and safety checks are required in order for placements to go ahead.

Local colleges and further educational institutions – We work closely with local colleges to offer the latest information and ensure all of our students take the most appropriate pathways for their futures. These include students being given access in school to our main and closest geographical providers which include NSCG (Newcastle and Stafford colleges group), South Staffordshire college and Walsall college.

Local business – the academy has worked with a number of both local and national scale companies over the past years. A number of professionals from a wide variety of industries have taken an active part in our Careers day offer. Further links are being strengthened over the coming months when events such as the annual EDA careers fayre taking place.

Additional Offer for Disadvantaged Students

In addition to our core careers offer, our disadvantaged students receive the following guidance: Additional bespoke careers provision within tutor time to different age groups over the course of the school year.

Students with an EHCP or are LAC, receive a 1 hour personal careers interview from our impartial, independent careers advisor from year 9 upwards.



Careers Curriculum Provision Aims and Milestones

Year 7 Curriculum Aim:

By the end of Year 7 students will be able to:

- Had opportunities to reflect on your personal qualities and the way you relate to your peers.
- Begun to identify your strengths and how you can make the best use of them.
- Started finding out about different career areas and qualification routes that might interest you in the future.
- Found out about how careers relates to your individual subject areas.
- Recognise that different careers require different skill sets, known as employability skills.
- Started to develop your financial management skills, including budgeting and banking and financial transactions.
- Taken part in activities to improve your career related skills.

Year 8 Curriculum Aim:

By the end of Year 8 students will be able to:

- Built upon the self-development skills you worked on in Year 7.
- Started to develop your knowledge of Labour Market Information and how it relates to career choices you may make.
- Have a detailed knowledge of a variety of key employability skills and how you can develop these skills sets in relation to becoming successful in your future career
- Used your developing knowledge of yourself and various career pathways to help you consider your GCSE options.
- Become aware of the post 16 options and pathways available to you in the future.
- Develop an understanding of different types of careers and what they involve.
- Know about the importance and relevance of STEM subjects in a wide variety of careers.

Year 9 Curriculum Aim:

By the end of Year 9 students will be able to:

- Used your knowledge of yourself and various career pathways to help you choose GCSE options.
- Continued with your career exploration and self-development by taking part in careers sessions delivered through a careers day. Particular sessions will focus on looking forward to work experience in Y10 and include choosing a career; recognising what is important to you in a career, rights and responsibilities at work. You will also take part in a virtual work experience taster workshop.
- Develop an understanding of Enterprise and Entrepreneurial qualities.
- Understand how what you do online may affect your future employment and career opportunities.



- Taken part in a Dragons Den style whole year group event which requires a wide variety of business, enterprise and employability skills
- Completed a careers software questionnaire to identify your skills and interests related to the world of work and explore career ideas that might interest you.
- If you are looked after or have additional needs a one to one interview to discuss post 16 options.

Year 10 Curriculum Aim:

- By the end of Year 10 students will be able to:
- Taken part in workshops with local employers. This will help you to understand the world of work and develop your employability skills such as problem solving, team work, working with budgets, creativity and innovation, presentation skills and working to deadlines.
- Had the opportunity to attend careers talks during the school year from visiting speakers on a variety of topics including apprenticeships, higher level and degree apprenticeships, colleges and Training Providers.
- Had the opportunity to attend careers talks during the school year from visiting speakers on a variety of topics.
- Had the option to complete a Careers Software package to identify your abilities and aspirations, and possible career areas that might interest you.
- Used the National Careers Service website to research jobs, skills, entry requirements, training and pay for a variety of jobs.
- Completed a Work Experience programme with a local employer.
- Had additional optional access to impartial information, advice and guidance from the schools external Professional Careers Adviser.
- If you are looked after or have additional needs a one to one interview to discuss post 16 options.

Year 11 Curriculum Aim:

By the end of Year 11 students will be able to:

- Had the opportunity to attend careers talks during the school year from visiting speakers on a variety of topics including apprenticeships, higher level and degree apprenticeships, colleges and Training Providers.
- Used the National Careers Service website to research jobs, skills, entry requirements, training and pay for a variety of jobs.
- Produced a CV and cover letter that focuses on your skills and qualities
- Had instruction on how to complete application forms for courses and vacancies.
- Been made aware of all the Post-16 Choices available to you, through presentations by the Entrust Careers Advisor and in Personal Development lessons.
- Attended the What Career? What University? Show at the NEC to give direct access to a number of employers and Higher Education providers.
- Informed about the different levels of apprenticeships including the benefits of Higher Level Apprenticeships.



- Had an individual careers guidance interview with the Academies Professional Careers Adviser from Staffordshire County Council as part of your entitlement to receive impartial information, advice and guidance.
- Received a written Action Plan as a result of your careers interview, outlining your future plans and action points needed to achieve these.
- Had additional optional access to impartial information, advice and guidance from the Academy external Professional Careers Adviser.
- If you are looked after or have additional needs a one to one interview to discuss post 16 options. You will receive additional support to help you apply.

Year 12 Curriculum Aim:

By the end of Year 12 students will be able to:

- Taken part in workshops during tutorials. This will help you to understand the world of work and develop your employability skills. Sessions include Personal Branding, writing a CV, making applications and preparing for interviews.
- Understand Personal Finance and associated issues in greater depth in preparation for adult life.
- Visited a University to get an introduction to University life.
- Had the opportunity to attend UCAS Discovery exhibition during the summer term to have direct access to information about higher education qualifications, apprenticeships, higher level and degree apprenticeships, colleges and Training Providers.
- Be prepared for post 18 learning applications through the development of a personal statement.
- Completed a further Work Experience programme with a local employer.
- Had additional optional access to impartial information, advice and guidance from the external Professional Careers Adviser.

Year 13 Curriculum Aim:

By the end of Year 13 students will be able to:

- Taken part in workshops during tutorials. This will help you to understand and prepare adequately for the next stages of your education or work based learning. Sessions will focus in detail on the UCAS application process and/or the apprenticeship pathways.
- Had additional optional access to impartial information, advice and guidance from the school's external Professional Careers Adviser.

This careers offer and programme is reviewed annually.