

BMS Careers Programme 2025-26



We utilise the CDI Framework to structure our stable carers programme:

https://www.thecdi.net/CDI/media/Write/Documents/CDI_107-Framework_Handbook-web_Updated.pdf

Careers provision may be:

- **Separate** – group sessions, virtual or face-to-face, through discrete or stand-alone activities
- **Integrated** – cross-curricular, career-related subject knowledge/experiences and real-life contexts
- **Personalised** – information, advice and guidance which is personalised to the learner's interests and aspirations, or which offers practice for transitions, e.g. interviews and
- **Opt-in** – co-curricular and extra-curricular activities, which students choose on the basis of a personal interest, such as learning a new skill on a Weds afternoon

Lower School (Years 3–7)

- **Year 3**
 - Introduction to the world of work through stories & role play (*Explore possibilities*)
 - Recognising personal strengths & qualities (*Grow throughout life*)
- **Year 4**
 - Different jobs and professions (*Explore possibilities*)
 - Teamwork and problem-solving activities (*Balance life and work*)
- **Year 5**
 - Careers-linked curriculum projects (e.g. themed around science/engineering/arts) (*See the big picture*)
 - Goal setting and simple action planning (*Manage career*)
- **Year 6**
 - Enterprise challenge (mini project, e.g. making and selling products) (*Create opportunities*)
 - First workplace visit / virtual tour (*Explore possibilities*)
- **Year 7**
 - Exploring jobs and interests (*Explore possibilities*)

- Employability skills and qualities self-reflection (*Grow throughout life*)
- The focus is about introducing employability skills, groups of careers and thinking about the vast number of careers/jobs available

Upper School (Years 8–11)

- **Year 8**

- Building on knowledge of employability skills (*Manage career*)
- STEM/creative careers (*See the big picture*)
- The focus is linking our plans and dreams to reality, identifying a support network when considering careers, and recognising how our mental and physical wellbeing can be supported by following our passions

- **Year 9**

- Workplace visit or employer talk (*Explore possibilities*)
- Enterprise project / Dragon's Den style challenge (*Create opportunities*)
- Support choosing KS4 course options/vocational pathways (*Manage career*)
- The focus is to build on self-assessment, considering own strengths, stereotyping and discrimination as well as career paths and options post 14 (and post 16)

- **Year 10**

- Supported work experience placement (*Explore possibilities*)
- Mentoring sessions with local employers (*Create opportunities*)
- Labour market information session (*See the big picture*)
- The focus is work experience including preparation, implementation and evaluation. Not all students will undertake work experience outside school due to their vulnerability and increased risk, but for those who do, they will be supported by Bricklehurst staff. Some students may take on voluntary work. All work experience placements are assessed with regards to suitability and health and safety.

- **Year 11**

- Post-16 options workshops for college, apprenticeships and support to make applications (*Manage career*)
- Mock interviews (*Manage career*)
- CV writing workshop (*Manage career*)

- The focus is post 16 options and the application process. There will be visits to other educational/training providers, places of work, career fairs and also job centres and business enterprise specialists.

This progression ensures:

- **Early awareness** (Y3–6: exposure & inspiration)
- **Exploration & decision-making** (Y7–9: self-awareness & career links)
- **Preparation, experience, transition and independence** (Y10–11: work experience, applications, CVs, interviews)