

Careers at The Hinckley School

Vision

At our school, we believe that careers education is integral to preparing every learner for a successful and fulfilling future. Our vision is to equip all students with the knowledge, skills, and confidence to make informed, aspirational decisions about their next steps, regardless of their starting point.

We are committed to ensuring that every learner understands the full breadth of opportunities available to them, including:

- Academic pathways such as Sixth Form and A Levels
- Technical and vocational routes including T Levels and college courses
- Apprenticeships as a high-quality alternative into skilled employment

Through a progressive and inclusive careers programme, we aim to inspire ambition, broaden horizons, and remove barriers so that every student can confidently progress into post-18 pathways, including higher education, apprenticeships, and the world of work.

Our ultimate goal is to develop “career-ready” learners: young people who can recognise their strengths, articulate their skills, set meaningful goals, and actively shape their own futures.

Intent

Our careers programme is intentionally designed to ensure that all learners:

1. Develop knowledge of pathways and opportunities

Students will gain a clear understanding of all post-16 and post-18 routes, enabling them to make informed and independent decisions about their future.

→ **Linked Gatsby Benchmarks: 1, 2, 7, 8**

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2. Understand themselves

We support learners to identify their:

- Interests
- Strengths
- Skills
- Values

This self-awareness enables them to link their personal qualities to future career pathways.

→ **Linked Gatsby Benchmarks: 3, 4, 5**

3. Raise aspirations and challenge stereotypes

We actively encourage students to explore a wide range of careers and opportunities, challenging traditional expectations and promoting equality of opportunity for all.

→ **Linked Gatsby Benchmarks: 3, 4, 5**

4. Build essential employability skills

Learners will develop key transferable skills, including:

- Communication (verbal and written)
- Teamwork
- Problem-solving
- Resilience and independence

These are explicitly taught and practised across the curriculum and through enrichment opportunities.

→ **Linked Gatsby Benchmarks: 3, 4, 5, 6**

5. Provide meaningful encounters with employers and workplaces

Students will have regular, structured opportunities to engage with employers, experience workplaces, and understand the expectations of the working world.

→ **Linked Gatsby Benchmarks: 5, 6**

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6. Enable students to apply their learning

We ensure that learners do not just gain knowledge, but are able to:

- Practise career-related skills
- Reflect on experiences
- Apply learning to real-life contexts

This supports deeper understanding and prepares them for transitions beyond school.

→ **Linked Gatsby Benchmarks: 3, 4, 6**

7. Deliver personalised guidance and support

Every student will have access to high-quality, impartial careers guidance, ensuring they are supported at key decision points.

→ **Linked Gatsby Benchmarks: 8**

Whole-School Commitment

To achieve this vision, careers education is embedded across the whole school through:

- A stable and progressive careers programme (Benchmark 1)
- Strong use of labour market information (Benchmark 2)
- Curriculum links in every subject (Benchmark 4)
- Strategic leadership and continuous evaluation

All staff play a role in supporting students' career development, ensuring a consistent message that .

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Impact Informed by Recent Research

Our careers provision is underpinned by evidence-based practice. Recent research highlights that high-quality careers education can lead to:

- **A reduction in the risk of learners becoming NEET (Not in Education, Employment or Training)**, by ensuring they are better informed, supported, and prepared for transition points
- **Increased learner aspiration**, particularly when students are exposed to a wide range of career pathways and role models beyond their immediate environment
- **A positive impact on learner motivation, attainment, and progress**, as students develop a clearer sense of purpose and understand the relevance of their learning to future goals

By embedding these principles across our careers programme, we ensure that our provision not only prepares learners for their next steps but also contributes meaningfully to their academic success, personal development, and long-term outcomes.