Appendix 2

Humberston Park School Careers Programme 2025–2026

Year Groups	Autumn Term 2025	Spring Term 2025/26	Summer Term 2025
Year 7	Introduction to careers activities. Advice and information to parents and students regarding transitions.	Labour Market Information (LMI) activities. Introduction to work related learning.	Careers week. People who help us.
Intent: what are we trying to do?	• To involve parents/carers.	• Integrate employability skills into subjects and the curriculum.	• Develop awareness of opportunities.
Impact & Experience: what difference are we looking to make?	. Build and maintain positive relationships . Support individuals and their families	•Develop transferrable skills which are relevant and beneficial.	• Broaden horizons of our pupils.

Year 8	Parents and careers have access to Labour Market Information (LMI) resources through website. Coffee morning – career choices information available. Employer information.	Parents and careers have access to Labour Market Information (LMI) resources through website. Employer encounters. Apprenticeship encounters.	Enterprise Activities. Coffee morning – career choices information available. Post 16 providers: Grimsby Institute FE, Linkage and Rock Foundation and Enterprise Coordinator invited to attend. Employer encounters.

Intent: what are we trying to do?	• Provide support for individuals to be fully informed and involved	• Explore possibilities • Breaking down barriers	• Provide encounters and experiences with a range of different people • Develop work related skills
Impact & Experience: what difference are we looking to make?	• Challenge assumptions and stereotypes. • Raising aspirations.	• Improve social mobility. • Improve individual outcomes.	• Support community inclusion. • Build confidence and self-esteem.
Year 9	All about me activities during transition and PSHE lessons – opportunities to reflect on what they are good at and aspirations for the future.	Enterprise activities. Visit to potential future provision – Linkage college. Research based on individual needs and interests and where to find information and skills required.	Visit to potential future provision – The Rock Foundation. Annual student survey to track career aspirations and ideas to inform future careers programme planning.

Intent: what are we trying to do?	• Support individual journeys and curriculum pathways. • Address the needs of each individual.	• Support pupils to learn about opportunities available to them.	• Analyse destinations and opportunities for individuals.
Impact & Experience: what difference are we looking to make?	• Continuity and progression. • Individuals voice their own hopes and wishes.	• Expand the choices individuals have for the future.	• Evaluate effectiveness of careers programme. • Ensure quality guidance and support.

Year 10	Community visits and employer encounters linked with the curriculum. Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.	Employer visits and apprenticeship information. Community visits linked with the curriculum. Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.	Experiences of the work place. Community visits linked with the curriculum. Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.
Intent: what are we trying to do?	• Actively develop transferrable skills. • Prepare for adulthood.	• Integrate work related skills into the curriculum.	• Build confidence and self-esteem. • Provide encounters and experiences with a range of different people.

Impact & Experience: what difference are we looking to make?	• Support community inclusion. • Improve individual outcomes.	• Continuity and progression. • Develop decision making skills/ life skills. • Improve access to employment.	• Personal growth. • Strive for independence.
Year 11	Community visits linked with the curriculum. Employer engagement activities. Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.	Meeting/activities with enterprise guest speakers/ visitors. Community visits linked with the curriculum. Employer engagement activities Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.	Guest speakers/ Visitors. Community visits linked with the curriculum. Employer engagement activities Enterprise activities, e.g. Craft fayre – crafts designed and created by pupils.

Intent: what are we trying to do?	• Promote independence. Support decision making and exploring possibilities.	• Meet new people. • Ask questions.	• Build confidence and self-esteem. Provide encounters and experiences with a range of different people.
Impact & Experience: what difference are we looking to make?	• Develop work related learning skills (employability skills).	• Allowing individuals to make well informed choices. • Develop life skills.	• Develop personal skills. • Strive for independence.

Year 12	Community visits linked with the curriculum. Employer engagement activities.	Community visits linked with the curriculum. Employer engagement activities.	Community visits linked with the curriculum. Employer engagement activities.
Intent: what are we trying to do?	• Provide a range of opportunities to improve access to employment.	• Provide a range of opportunities to improve access to employment.	• Provide a range of opportunities to improve access to employment.
Impact & Experience: what difference are we looking to make?	• Be best prepared for adulthood - Community inclusion, Employability, Health and wellbeing and independent living skills.	• Be best prepared for adulthood - Community inclusion, Employability, Health and wellbeing and independent living skills.	• Be best prepared for adulthood - Community inclusion, Employability, Health and wellbeing and independent living skills.
Year 13	College/ Potential future provision visits. Employer engagement activities.	Experiences of the workplace. Employer engagement activities.	College/ Potential future provision visits. Employer engagement activities.
Intent: what are we trying to do?	• Support individuals and families to make well informed and realistic decisions.	• Provide the best possible outcomes for each individual.	• • Support independence. Support individuals and families to make well informed and realistic decisions.

Impact & Experience: what difference are we looking to make?	• Provide subsequent smooth transitions.	• Each individual can fulfil their potential and have opportunities.	• Be best prepared for adulthood.
Year 14	Review and discuss futures and possible opportunities at Post 16 and beyond. Pupils/Parents: Next steps/Transition events.	Review and discusses futures and possible opportunities at Post 16 and beyond. Pupils/Parents: Next steps/Transition events.	Review and discuss futures and possible opportunities at Post 16 and beyond. Pupils/Parents: Next steps/Transition events.
Intent: what are we trying to do?	• Confirm individuals hopes and wishes. • Support all to reach their potential.	• Ensure smooth transitions. Ensure individual needs are met and interests are heard.	• Ensure smooth transitions. Ensure individual needs are met and interests are heard.
Impact & Experience: what difference are we looking to make?	• Raising aspirations. Be best prepared for the future and life.	• Enable all to lead a happy and fulfilling life.	• Enable all to lead a happy and fulfilling life.

Employers supporting Humberston Park School with engagement activities

The Careers Programme is updated annually in February.

Feedback is sought via surveys from staff, students and parents/carers.

February 2025