Ditcham Park School

Citizenship, Careers and Further Education (CCFE)

Policy & Strategy Statement

2025 – 2026

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Approved by	Headmaster
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Foreword

This Careers Strategy has been developed to ensure that the school is working towards and achieving all 8 Gatsby benchmarks. (The benchmarks were updated in late 2024, with implementation required from September 2025)

These benchmarks are:

1 A stable careers programme

2 Learning from Career and labour market information

3 Addressing the needs of each young person

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

Ditcham Park School is fully committed to meeting all benchmarks to provide our students with effective, impartial, and relevant careers education, information, advice, and guidance.

1. Aims and Objectives

Aim

All students will be fully equipped to make appropriate, informed decisions and will have developed the skills and knowledge to succeed Post 16.

Objectives

1 To enable our students to make informed choices regarding their career pathway.

2 To provide students with comprehensive careers information, advice, and guidance to support their career paths.

3 To raise aspirations and challenge stereotypes to support and assist students to reach their full potential.

4 To help students to develop their employability skills and the behaviours needed for the world of work.

5 To support a successful transition into further education.

6 To provide students with opportunities to experience the workplace.

2. Purpose

This document outlines the DPS careers strategy. It will be reviewed annually taking on board the views of all stakeholders (students, staff, and parents) and will be fully available to the communities that DPS serves.

3. Roles and Responsibilities

To maintain and run the Careers and Further Education Programme effectively, the following staff have specific roles, and their roles and responsibilities are laid out below.

Senior Leader with overall responsibility for Careers and FE provision	Head of Careers & FE	Curriculum and Pastoral Teams
• This will be the Deputy Head of the Senior School (Richard Howard) • Ensure that the careers programme is adequately resourced to deliver the agreed careers plan. • Support the Head of Careers & FE. • Be the School focal point on all matters relating to careers education and training and ensure that the SLT are kept informed of industry or legislative changes which may impact their responsibilities. • Monitor stakeholder satisfaction with the Careers Programme and identify affordable improvements that can be made. • Ensure that the agreed careers objectives are understood and implemented across the school. • Ensure that the school meets the statutory careers requirements and industry standards where appropriate. • Review progress and achievements against the careers strategy and adjust as necessary.	• Ensure that students are effectively supported with their career plans. • Engage with stakeholders, Local Authority, Local 6th Form Schools and Colleges, Universities, SLT, tutors, support staff, students, parents, local businesses, and guest speakers. • Work closely with the Careers and Enterprise Advisor to maintain a strong link with local employers and to continuously improve on the careers service provided by the school. • Ensure that students are fully supported onto the right career path. • Provide opportunities for students to have encounters with employers at least twice a year. • Provide opportunities for students to have encounters with Higher Education and Further Education providers, as appropriate during their course. • Work with the Deputy Head for Seniors to oversee the operational implementation of the careers guidance programme for students	• Ensure that students are aware of the career paths possible from their programme and the employability and transferrable skills that they are developing (Heads of Departments, Teaching staff and Tutors). • Ensure that career options and relevant labour market information is provided to students as appropriate (Heads of Departments, Teaching staff and Tutors). • Emphasise the importance of Work Experience and Work-Related learning for all students, encouraging students to source and arrange work experience as appropriate. (Heads of Departments, Heads of Year, Teaching staff and Tutors). • Deliver tutor sessions to students as prepared by the Head of Careers & FE and Head of PSHE, and feedback where relevant. (Heads of Year, Teaching staff and Tutors). • Raise the profile of the National Careers Service (NCS) to students encouraging students to engage with opportunities provided.

• Meet with the link Governor for Careers to review careers provision for the school.	with relevant and meaningful tutor, PSHE, and CCFE sessions. • Provide operational management of the school's careers programme and associated staff. • Lead on the School's annual destinations data. Capturing and analysing student outcomes to support future careers programmes. • Conduct annual surveys and audits to report on stakeholder satisfaction and collate relevant information.	

Joint responsibility: Ensure that the school is meeting Gatsby Benchmarks.

The Ditcham Park School Careers Team is:

Careers Governor (TBC)
Richard Howard (Deputy Head of Seniors)
George Harris (Head of Careers and Further Education)
Sofia Almeida-Field & Mike Lyons (Teachers of CCFE)
Olwen Parkinson (Independent Careers Advisor) Olwen retires this year. Her replacement (Carrie Mandley) is due to begin in September 2026.

Additional Careers Advice is provided by Hampshire Futures, SpringPod, and The Careers & Enterprise Company.

4. The Gatsby Benchmarks

Gatsby Benchmarks	DPS' position
BM1: A stable careers programme Every school and college have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors, and employers.	Ditcham Park School (DPS) has a stable, structured careers programme that has the backing of the Senior Leadership Team (SLT) and has an identified person responsible for it. The Careers Programme is published on the school website. The programme is regularly evaluated, with feedback from students, parents, college staff as part of the evaluation process. *(Links with employers need to be developed)*
BM2: Learning from career and labour market information (LMI) Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. *(They will need the support of an informed advisor to make the best use of available information)*	All students will have access to information about career paths and the labour market to inform their own decisions on future paths. This will be available through the CCFE Programme and in the curriculum. *(Information about the labour market needs further development)* Parents are encouraged to access information about labour markets and future study options to inform the support they provide to their children. IAG resources emailed to parents and posted in the weekly school newsletter.
BM3: Addressing the needs of each young person Opportunities for advice and support need to be tailored to the needs of all pupils. A school's careers programme should embed equality and diversity considerations throughout. ***(****Pupils have different career guidance needs at different stages)*	DPS will actively seek to challenge stereotypical thinking and raise aspirations. This is through the CCFE Programme, PSHE and the curriculum. DPS will keep records of the individual advice given to each student, and subsequent agreed decisions. DPS will endeavour to collect and maintain accurate data for each student on their education, training, or employment destinations.

BM4: Linking curriculum learning to careers All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career paths.	Every student at DPS will have the opportunity to understand how their subjects help them gain entry to (and be more effective workers within) a wide range of occupations and/or study options relevant to their chosen subjects. STEAM programme emphasises the importance of the impact the Science and Technological Revolution is having on future careers and our STEAM programme is one way we achieve our aim of 'Preparing Pupils for the Future' We have a STEAM Speaker Programme whereby we invite leaders from Science and Technology to explain to our pupils what is happening in the world of science, technology and technology and the career opportunities. Recent examples would be David Smith Futureologist who spoke this year about 'jobs in the future' and Chris Hatt who is the Musical Director of Hamilton and spoke about the job opportunities in the creative sector. Another aspect of our provision in this area is the STEAM Fair we had on Wed 5 July 2023 at which we had representatives from 25 companies and organisations talking to our pupils about careers and jobs in the Science and Tech sector including Google, McLaren, EA Games, Royal Navy. Pupils experience links with large scale industry companies in their STEAM subjects including companies such as Dyson. Industry specific schemes of work help pupils to develop skills that can be transferred into the workplace. Trips and visits to centres of industry help to promote education in STEAM subjects, this have included companies such as BOC and Mini UK. Links to the Royal Navy and other branches of the military allow pupils insight into a range of career opportunities, this may include speakers and visits.
BM5: Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. *(This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise themes)*	Every year, alongside their lessons, students will participate in at least two meaningful encounters with an employer. At least one of these encounters should be delivered through their curriculum area. This will be monitored and reviewed through an annual audit. <u>STEAM Speaker Programme:</u> Environment Fair 2021. David Smith Futureologist (2023), Chris Hatt Music Director of Hamilton (Sports Development Programme Speakers: Adele Tracey, Professional Athlete (2023) STEAM Festival, July 2023. <u>Careers Speaker Programme</u> – parents and other guest speakers invited to talk about careers, including: 5th October 2021 – Barrister & writer of Crime and Thriller Novels 23rd November 2021 – Embryologist/IVF Specialist 1st February 2022 – Architect & Planning Consultant

	8th February 2022 – RAF Pilot 15th March 2022 – Sports Marketing (Focus on Women – "This Girl Can") 24th May 2022 – Global Software (ERP) enterprise resource planning software 19th January 2023 – Army Careers (Cpl Michael Smith) 14th March 2023 – Careers in the Royal Navy (Capt Maryla Ingham) Sept 2023 - Deputy Director of Save the Children, UK (Claire Sanford) October 2023 – Wildlife Ranger, Adventurer and Conservationist (Holly Budge) February 2024 – Leading orchestrator, arranger, and conductor (Matt Dunkley) April 2024 – Consultant General Surgeon, St Richards Hospital, Chichester (Will Hawkins) 30th January 2025 – Chartered Architect (Nadim Khattar) 20th March 2025 – UK Border Force (Rachael Dean & Rebecca Moakes)
BM6: Experiences of workplaces Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience. *(This should help their exploration of career opportunities, and expand their networks)*	By the end of Year 11, every student will have had at least one valuable and meaningful experience of a workplace or participated in a virtual work experience programme. Year 10 and 11 students access the free virtual work experience resources in Springpod (www.springpod.com). A potential 'Careers Fair' to be organised in the Spring Term 2026, inviting DPS parents to provide information about their different careers and professions. Following on from the Careers Fair, it is hoped that several parents, having made positive links with DPS students, will be willing to host a student(s) for a period of 'physical' work experience. It is envisaged that the work experience will take place during the Easter or Summer Holidays (Could be a one day experience or could be longer). This will be monitored and reviewed through an annual audit.
BM7: Encounters with Further and Higher Education All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	By the end of Year 11, every student will have had a meaningful encounter with a range of providers of learning and training that may form the next stage of their career. (See Gatsby Action Plan). This will be monitored and reviewed through an annual audit.
BM8: Personal guidance	DPS will provide each student in Year 11 with a career's guidance interviews with a specialist Careers Advisor, qualified to QCF Level 6 Diploma in Career Guidance and Development.

Every pupil should have opportunities for guidance interviews with a career advisor, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level.	DPS is committed to taking positive steps to establish a supportive environment for all students. There will be workshops and presentations designed to help each student develop essential skills and assist students with decision making at crucial stages, informing them of all their options and introducing them to the world of work. We also aim to prepare them for life after study or training in which ever path they choose.

5. Evaluation of the DPS Careers Programme

Ditcham Park School believes that it is important that robust management, monitoring, and review procedures are put in place to provide a framework for on-going improvements. These will form the foundations for not only what we do, but how we do it and how we can improve.

Focus	Methods	Due date
Careers Benchmarking	We will complete the Compass Self Evaluation exercise. Results of the assessment will be used to identify further improvements.	Annually
Students Feedback	We will gather feedback after every careers Interaction to understand how well we meet students' needs and to identify further improvements.	Ongoing throughout the year
Parent/carer Survey	We will carry out a survey to understand how well we meet our students' needs and to identify further improvements	Annually

Appendix 1 - Citizenship, Careers and Further Education (CCFE) Policy

As part of the extended curriculum that goes beyond examination subjects; Ditcham Park School recognises the need for pupils to have a range of specific advice, guidance and information focused on Citizenship, Careers and Further Education. Within this context, the school introduces a progressive range of opportunities including talks, Information Evenings, Events, and visits to local 6th Forms, from Year 7 onwards. The school also has a designated Head of Careers and Further Education who oversees this programme.

Aim: All students will be fully equipped to make appropriate, informed decisions and will have developed the skills and knowledge to succeed Post 16.

All year groups, Year 7 – 11:

- The Careers and Further Education Programme is published on the school website for students and their parents/carers to access.
- Careers and Further Education Information, Advice and Guidance (IAG) is emailed to parents and published on the school website.
- As part of their class lessons throughout the year, subject teachers highlight a variety of careers related to their subject.
- Careers Assemblies are delivered throughout the year, providing students with ideas about the different types of careers they might be interested in going into.

Year 7:

- Students are encouraged to start using the 'Careers Library', to familiarise themselves with the different educational and careers routes that are available to them.

Year 8:

- Students are provided with information from individual GCSE subject teachers about requirements for their specific subject.

- Students are given information and encouraged to use the 'Careers Library' and ICT, particularly the New 'Xello' careers software, to research options for further and higher education, as well as potential careers. ('Xello' is now available in the ICT suites and can be accessed online from home).
- Students are provided with option booklets for GCSE choices.
- Students are encouraged to use the 'Careers Library'.
- During the Spring Term there is a Parents Evening to discuss GCSE options with subject teachers.
- Parents and carers of Year 8 students are sent a letter, along with the options booklet, to provide an overview of their Careers/FE provision.
- A 'Careers Session' is provided by Havant & South Downs College (HSDC), to encourage students to think carefully about their subject choices in Year 8 (Introduction to Career Pathways), prior to them making their option choices. Insights are provided into all the different routes available to students, including apprenticeships, traineeships, and other technical qualifications, and Academic options.

- Year 8 students attend the 'Get Inspired Portsmouth Event' at Portsmouth Guildhall in January 2026. This event is run by the Education Business Partnership (EBP) and provides inspiration from local firms, employment, future career opportunities in the Portsmouth area.

Year 9:

- Information is provided to Students about local Sixth Form School & College Open Days/Evenings as they become available.
- A Careers display is provided for parents, as part of the Year 9 Parents Evening. (This provides parents with details of the 'Careers Programme' and the opportunity to ask questions about the careers provision for their children).
- Students are given further Careers, Information, Advice and Guidance (IAG), through their PSHE lessons and encouraged to continue to use the 'Careers Library' and ICT, particularly the Xello careers software, to research options for further and higher education, as well as potential careers. (Xello is now available in the ICT suites and can be accessed online from home).

Year 10:

- All Year 10 students have a weekly Citizenship, Careers and Further Education (CCFE) lesson. This enables the delivery of the Citizenship, Careers & Further Education Programme to take place. This includes references to SMSC, British Values, and Gatsby Benchmarks
- Local 6th Form Schools and Colleges visit Ditcham Park School to deliver presentations to Year 10. (Currently presentations are provided by HSDC Alton, Havant and South Downs Campuses, Bishop Luffa School, Churcher's College, Godalming College, Portsmouth Grammar School, Peter Symonds College, Oaklands RC School, Frensham Heights and Bohunt School).
- Information is provided to students about local Sixth Form College Open Days/Evenings as they become available.

- Students attend a “6th Form Experience Day” at Havant or South Downs College – all students attend and partake in a variety of taster sessions organised by the college. The Havant Campus provides an experience of A ’Levels, while the South Downs Campus provides an opportunity to experience.
  B-TEC/vocational courses. The Taster Day is also attended by other schools in the local area, so students can mix and work with other students with similar interests.

- Students contrast the Havant & South Downs College ‘experience’ with a Taster Day at Churcher’s College or Bohunt School. Again, all students attend.
- Students are given additional information and further encouraged to use the ‘Careers Library’ and ICT, particularly the New Kudos careers software, in order to research options for further and higher education, as well as potential careers. (New Kudos is now available in the ICT suites, Library and can be accessed online from home).
- A ‘Careers Session’ is provided by Havant & South Downs College, to encourage students to think carefully about their ‘Post-16 Decision Making and preparation for Applying to College’.
- ‘Careers Day’ (proposed for Spring Term 2026) – DPS parents invited into school to provide information to students about their careers/professions. (As a result of positive interactions and connections made on the day, possible work experience opportunities during the Easter and or Summer Holidays may be available).
- During the Summer Term, students create a Record of Personal Achievement, in preparation for College Interviews during the Autumn and Spring Terms of Year 11.
- Mock College Interviews are provided for all Year 10 students, by admissions staff from Havant & South Downs College.
- Optional, additional online psychometric tests (Morrisby) are made available to Students, at an additional charge. (The results of these tests are feedback to the students as part of their ‘Careers Interview’, at the beginning of Year 11).

Year 11:

- A Careers and Further Education Information Evening (6th Form School and Colleges Fair) is provided in the Autumn Term. (Currently 18, 6th Form schools and Colleges attend the event)
- Careers interviews are carried out by an Independent Careers Adviser (Olwen Parkinson) – each student has an interview with written feedback provided. (Those students who chose the take the Morrisby psychometric tests also have their results feedback during the interview).
- A list of College Open Evenings is provided to students and College Prospectuses are distributed, as they become available.
- Students are encouraged to visit as many 6th Form Schools & Colleges as possible.
- Students are provided with GCSE predicted grades for use in their college applications.
- Help is provided in completing application forms – this is integrated into the CCFE programme via Year 11 tutors.
- Visits, Applications, and Interviews are monitored by the Head of Careers & FE and Year 11 tutors.

Appendix 2 - Gatsby Action Plan 2025 -2026

Gatsby Benchmark	Action	Success criteria for July 2026	Staff responsible
BM1: A stable careers programme 1.1 Every school should have a structured careers programme that has the explicit backing of the senior management team and has an identified and appropriately trained person of authority responsible for it. 1.2 The career's programme should be published on the school's website in a way that enables pupils, parents, teachers and employers to understand the school's offer in this area. 1.3 The programme should be regularly evaluated with feedback from pupils, parents, teachers, and employers as part of the evaluation process	The Careers Strategy and Programme to be reviewed annually by Head of Careers & FE and Deputy Head of Seniors Raise profile of Gatsby to students, staff, and parents Make the Careers Strategy and Programme accessible to students, staff, parents, and employers. Annual audit of the Careers & FE Programme using the 'Compass Tool' to match progress against benchmarks. Evaluation/Review documents used after each event to assess the effectiveness of the programme.	Ditcham Park School (DPS) has a stable, structured careers programme that has the backing of the Senior Leadership Team (SLT) and has an identified person responsible for it. The Careers Programme is published on the school website. The programme is regularly evaluated, with feedback from students, parents, college staff as part of the evaluation process.	Depuy Head of Seniors Head of Careers & FE Head of ICT

BM2: Learning from career and labour market information (LMI) 2.1 By the age of 14, all pupils should have accessed and used information about career paths and the labour market to inform their own decisions on study options.	All students will have access to information about career paths and the labour market to inform their own decisions on future paths. This will be available through the CCFE Programme and in the curriculum.	LMI for All and other programmes have been accessed and the information used to map paths, (via documents in the Google Classroom), to Work, Education, or Training. Evidence of up-to-date LMI resources on school website and in students Google Classrooms. Students in Year 8 attend the 'Get Inspired Portsmouth 2026 Event' at Portsmouth Guildhall in January 2026. This event is run by the Education Business Partnership (EBP) and provides inspiration from local firms, employment, future career opportunities in the Portsmouth area.	Head of Careers & FE Heads of Department Teachers Independent Careers Advisor
2.2 Parents and carers should be encouraged to access and use information about labour markets and future study options to inform their support to their children.	Parents are encouraged to access information about labour markets and future study options to inform the support they provide to their children.	Students (and parents) attend the Careers and Apprenticeship Fair at Horndean Technology College in February 2026. Feedback from parents given about the usefulness of the LMI resources provided	

BM3: Addressing the needs of young people 3.1 A school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations. 3.2 Schools should keep systematic records of the individual advice given to each pupil, and subsequent agreed decisions. 3.3 All pupils should have access to these records to support their career development 3.4 Schools should collect and maintain accurate data for each pupil on their education, training or employment destinations after they leave school	DPS will actively seek to challenge stereotypical thinking and raise aspirations. This is through the CCFE Programme, PSHE and the curriculum. DPS will keep records of the individual advice given to each student, and subsequent agreed decisions. All pupils have access to these records to support their career development. DPS will endeavour to collect and maintain accurate data for each student on their education, training or employment destinations.	Evidence of stereotypical thinking being challenged in lessons. Systematic records on each learners experiences of career and enterprise activity, and subsequent agreed decisions are kept. Feedback from students indicate that that they know where their records are kept, and they can access these documents when necessary. Destinations data collated and analysed to shape the careers service to support all learners.	Head of Careers & FE CCFE & PSHE Teachers Teachers
BM4: Linking curriculum learning to careers 4.1 By the age of 14, every pupil should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within a wide range of careers	Every student at DPS will have the opportunity to understand how their subjects help them gain entry to (and be more effective workers within) a wide range of occupations and/or study options relevant to their chosen subjects. Teaching staff to be provided with resources to enable staff to embed links between subjects	Staff feedback highlights that all DPS teaching staff understand the Gatsby Benchmarks and the school's commitment to them. Evidence, through schemes of work and staff and students feedback highlights that subjects are delivering lessons about a	Head of Careers & FE Heads of STEM departments Teachers

	and Careers, Education and Training	range of different Careers, Education and Training	
BM5: Encounters with employers and employees 5.1 Every year, from the age of 11, pupils should participate In at least one meaningful encounter with an employer	Every year, alongside their lessons, students will participate in at least two meaningful encounters with an employer. This will be monitored and reviewed through an annual audit. Another aspect of our provision in this area is the STEAM Fair we had on Wed 5 July 2023 at which we had representatives from 25 companies and organisations talking to our pupils about careers and jobs in the Science and Tech sector including Google, McLaren, EA Games, Royal Navy. The Careers Speaker Programme – inviting parents and other guest speakers to talk about careers in Assembly. 'Careers Day' (planned for Spring term 2026) – DPS parents invited into school to provide information to students about their careers/professions.	The Careers Speaker Programme continues to provide opportunities for invited parents and other guest speakers to talk about careers in Assembly. Virtual Work Experience is provided with 'Springpod'. Students in Year 8 attend the 'Get Inspired Portsmouth 2026 Event' at Portsmouth Guildhall in January 2026. This event is run by the Education Business Partnership (EBP) and provides inspiration from local firms, employment, and future career opportunities in the Portsmouth area. Students (and parents) attend the Careers and Apprenticeship Fair at Horndean Technology College in February 2026 – tbc. (As a result of positive interactions and connections made on the day, possible work experience opportunities during	Head of Careers & FE SLT Careers staff

		the Easter and or Summer Holidays may be available). This will be monitored and reviewed through an annual audit, Including feedback from students.	
BM6: Experiences of workplaces 6.1 By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have. 6.2 By the age of 18, every pupil should have had one further such experience, additional to any part time job that they may have	By the end of Year 11, every student will have had at least one valuable and meaningful experience of a workplace or participated in a virtual work experience programme. This will be monitored and reviewed through an annual audit. Engage with the 'Career Hubs', via the careers and enterprise company 'Careers Day' (planned for Spring term 2025) – DPS parents invited into school to provide information to students about their careers/professions. 6.2 - Not applicable to DPS	Throughout Year 10 and Year 11, every student will have had at least one valuable and meaningful experience of a workplace or participated in a virtual work experience programme. Year 10 and 11 students access the free virtual work experience resources in Springpod (www.springpod.com). Greater engagement with local businesses. (As a result of positive interactions and connections made on the day, possible work experience opportunities during the Easter and or Summer Holidays may be available). This will be monitored and reviewed through an annual audit, Including feedback from students. This will be monitored and reviewed through an annual audit.	Head of Careers & FE Deputy Head of Seniors Heads of Year Teachers Parents/Employers

BM7: Encounters with Further and Higher Education 7.1 By the age of 16, every pupil should have had a meaningful encounter with providers of the full range of learning opportunities, including Sixth Forms, colleges, and apprenticeship providers. This should include the opportunity to meet both staff and pupils. 7.2 By the age of 18, all pupils who are considering applying for universities should have had at least two visits to universities to meet the staff and pupils	By the end of Year 11, every student will have had a meaningful encounter with a range of providers of learning and training that may form the next stage of their career, including 6th Form schools and colleges, apprenticeship providers, and universities. This will be monitored and reviewed through an annual audit. Mock College Interviews and 6th Form School & College Taster Days are organised.	The Annual Careers and Further Education Information Evening has been held in September, for Year 11, and their parents, to deliver careers Information, advice, and guidance. Exhibitors at the Careers & FE Evening include at least 16+ external 6th Form Schools and Colleges (+ Careers Advisor). 6th Forms include: Havant and Souths Down Colleges (HSDC), Bedales School, Bishop Luffa School, Churcher's College, Godalming College, Oaklands RC School, Peter Symonds College, Portsmouth Grammar School, Bohunt School, Portsmouth High School Sparsholt College Alton School Lancing College Seaford College Cranleigh College Frensham Heights Students (and parents) attend the Careers and Apprenticeship Fair at Horndean Technology College in February 2026 - tbc.	Head of careers & FE Deputy Head of Seniors Independent Careers Advisor (Olwen Parkinson)

		Students in Year 8 attend the EBP 'Get Inspired Portsmouth 2026 Event' at Portsmouth Guildhall in January 2026	
BM8: Personal guidance 8.1 Every pupil should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18	DPS will provide each student in Year 11 with a career's guidance interviews with a specialist Careers Advisor, qualified to QCF Level 6 Diploma in Career Guidance and Development. (Olwen Parkinson) DPS is committed to taking positive steps to establish a supportive environment for all students. There will be workshops and presentations designed to help each student develop essential skills and assist students with decision making at crucial stages, informing them of all their options and introducing them to the world of work. We also aim to prepare them for life after study or training in which ever path, they choose.	In September, all students in Year 11 (and parents) have had a careers Interview with a qualified Independent Careers Advisor. Year 10 students are given the option to take the Morrisby Psychometric Tests, to help them make informed choices about their future Work, Education or Training. A record of the interview is made, and this information and action points are shared with the students	Head of Careers & FE Independent Careers Advisor (Olwen Parkinson)

Appendix 3 - Additional Information, Advice and Guidance (IAG) resources

Students at Ditcham Park School have access to Information, Advice and Guidance which can support them in their future progression and career journey. This will allow them to make informed decisions about future courses, employment, or training options. This information is made available in a variety of ways, including through the Careers Library, Google classrooms, careers software (New Kudos) notices, posters, newsletters, emails, visiting speakers, teachers, and presentations. Additional resources include:

Online Resource	Description
https://nationalcareersservice.direct.gov.uk/	Provides information, advice and guidance to help make decisions on learning, training and work.
https://careerpilot.org.uk/	Helps decision making in choices at 18, routes to different qualifications and job sectors. Career tool to help you decide.
www.icould.com	Features films of people talking about their careers and the route they took.
https://www.startprofile.com/	Free, online careers platform designed to support future career potential.
https://www.allaboutcareers.com/	Career exploration, jobs, and advice. One stop site for exploring careers and advice.
https://www.prospects.ac.uk/job-profiles	A – Z of job profiles.
www.ucas.com/careers-advice	Explore different careers and pathways, plus job and employment advice.
www.targetcareers.co.uk	Explore options for careers, university, or apprenticeships
www.icould.com/buzz-quiz/	Short quiz to get you thinking about your strengths
https://nationalcareersservice.direct.gov.uk/skills-health-check/home	A set of quizzes and activities designed to help you explore skills, interests, and motivation.
https://www.startprofile.com/my-profile	Includes an 'About me' section that explores interests, work preferences, Skills and Qualities. Suggests jobs of interest.
https://www.allaboutcareers.com/career-test	A career test that will ask a simple series of questions and then suggest five industry sectors to explore in more detail.
https://www.lmiforall.org.uk	The LMI for All portal provides high quality, reliable labour market information (LMI) to inform careers decisions.