

Careers Programme Summary – Hermitage Academy

At Hermitage Academy, we are committed to delivering a comprehensive and aspirational Careers Education, Information, Advice and Guidance (CEIAG) programme that empowers students to make informed decisions about their future pathways. Our careers provision is structured around the Gatsby Benchmarks and aligns with statutory guidance to ensure all students from Year 7 to Year 13 receive high-quality, impartial careers support.

Programme Highlights

- **Stable and Embedded Careers Programme:** Led by Assistant Headteacher Mrs J Marshall, our careers programme is fully integrated into school life and supported by senior leadership.
- **Year-by-Year Careers Journey:** Each year group follows a tailored careers journey, from discovering the world of work in Year 7 to reflecting on next steps and career goals in Year 13.
- **Events and Activities:** Students engage in a wide range of meaningful experiences including:
 - Careers Cafés and Fairs
 - Employer encounters and workplace visits
 - University and college visits
 - Apprenticeship and STEM-focused weeks
 - 1:1 career guidance interview
 - Work experience placements (Year 10 and Year 12)
- **Curriculum Integration:** Subject teachers deliver career-linked lessons, especially in STEM, to highlight real-world applications and challenge stereotypes.
- **Parental Engagement:** Regular information evenings and newsletters keep parents informed and involved in their child's career development.
- **SEND Provision:** Bespoke careers support is provided for students with additional needs, including annual guidance meetings and tailored provider encounters.

Evaluation and Impact

- Careers knowledge audits and event feedback are used to evaluate and refine the programme.
- Destination data is tracked and shared to monitor student outcomes.

Useful Resources

Students and parents can access careers information via the school's Careers Office and recommended websites.

For further information, please contact: Mrs Janine Marshall – Careers Leader

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