
Montsaye Academy Careers Strategic Plan (2025–2028)

Vision

To ensure that all students at Montsaye Academy are inspired, informed, and prepared for life beyond school—equipped with the skills, knowledge, and confidence to pursue ambitious and realistic career goals.

Aims and Objectives of Careers Guidance

At Montsaye, our Careers Education, Information, Advice and Guidance (CEIAG) programme aims to ensure that:

- Every student is equipped to make informed decisions about education, training, and employment opportunities.
- All learners develop the character, skills, and knowledge needed for future success in a fast-changing world of work.
- Career development is recognised as a lifelong process, beginning in Year 7 and continuing throughout post-16 education.
- Provision is inclusive, impartial, and tailored to individual needs—raising aspirations and closing access gaps.

Specific Objectives:

- Provide early, age-appropriate exposure to career pathways from Year 7 onwards.
 - Deliver structured and progressive careers learning through PSHE, Character Development, subject curriculum, and enrichment.
 - Ensure access to a Level 6 trained careers advisor for all students from Years 7 to 13.
 - Align all guidance and opportunities with labour market information (LMI) and emerging local/national needs.
 - Support students in achieving positive destinations—whether further education, apprenticeships, employment, or training.
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Roles and Responsibilities

All staff at Montsaye Academy contribute towards the career's advice and guidance provision through their roles as form tutors, and subject specialists. Subject specialists embed careers into their subject areas and support links with employers to support the curriculum.

Careers Team

- Careers Leader – Kimberley Knight
- SLT Careers Link – Stuart Finan
- Careers Link Governor - TBC

Montsaye Careers Strategy and the Montsaye Pledges

Our Careers Strategy is fully aligned with the **Montsaye Pledges**, which underpin the wider ethos of the academy:

Montsaye Pledge

1. We promote character development at every opportunity.
2. We ensure students are safe and happy by role modelling compassion and respect.
3. We consistently teach great lessons.
4. We respectfully and honestly hold each other to account.
5. We ensure our routines are exceptional.

How it Shapes Our Careers Programme

Employer engagement, work experience, and student leadership (e.g., Careers Ambassadors) build confidence, resilience, and professionalism.

CEIAG provision is inclusive, accessible, and delivered with strong safeguarding protocols.

Careers are embedded across subject areas, with clear curriculum links and CPD to support high-quality delivery.

All careers activity is monitored through Unifrog, Gatsby audits, and SLT reviews. Staff are supported and held accountable for CEIAG contributions.

Careers is built into PSHE and Character Development days, events, and assessment cycles to become a consistent part of every student's school journey.

National and Statutory Context

This Careers Strategic Plan is aligned with national expectations and local opportunities, including:

- **Careers Statutory Guidance (2023 update):** Emphasising early engagement, equality of opportunity, and provider access.
- **Provider Access Legislation (PAL) 2023:** Ensuring at least six provider encounters for students from Years 8–13.
- **Gatsby Benchmarks (2024 update):** Reflecting new expectations around curriculum links, early employer encounters, and structured work experience.
- **Ofsted Framework:** Requiring careers to be integrated into curriculum and self-evaluation practices.
- **Local Market Information (LMI):** Including SEMLEP data and skills priorities.

Independent and Impartial Careers Guidance

Montsaye Academy guarantees access to independent and impartial careers advice for all students from Year 7 through to Year 13, in line with statutory guidance.

- Our provision includes a Level 6 trained careers advisor available on-site throughout the academic year.
- All students are offered 1:1 guidance sessions, with priority given to key transition points (Years 9, 11, and 13), disadvantaged learners, and students at risk of NEET.
- Careers interviews are tracked, enabling advisors, students, and parents to follow up with clear action plans.

- The advisor contributes to pathway planning, apprenticeship support, UCAS guidance, and personal statement writing.

Strategic Priorities and Implementation Plan

Year 1 (2025–26): Embedding Foundation and Compliance

Key Goals:

- Embed updated Gatsby Benchmarks across all year groups.
- Ensure full compliance with Provider Access Legislation.
- Launch Unifrog as the central CEIAG platform.
- Integrate careers and LMI into subject curricula.

Actions:

- Develop a Careers Policy aligned with 2023 statutory guidance.
- Introduce two+ provider encounters per year for Years 8–13.
- Train all staff and students on Unifrog usage.
- Launch curriculum mapping across departments to identify and embed careers content and LMI.
- Establish partnerships with:
 - Tresham College, Northampton College, Moulton College
 - Industry Partners: Wincanton, SEMLEP, Aspire higher
 - Higher Education partners: University of Northampton

Staff Development:

- CPD on Unifrog logging, embedding LMI, and understanding Gatsby Benchmarks.
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Year 2 (2026–27): Expanding and Deepening Impact

Key Goals:

- Launch structured work experience in KS3 and expand in KS4.
- Empower teachers to deliver careers-rich content.
- Strengthen employer and student voice partnerships.

Actions:

- Year 9 GCSE Options Information and Year 10 Experiences of the Workplace.
- Launch Careers Champions in every curriculum department.
- Host annual Careers and Apprenticeships Fair.
- Establish Alumni Talks Series and alumni database.

- Expand sector-specific partnerships: Kier Group, NHS, Weetabix

External Impact and Recognition:

- Aim for completion of Quality in Careers Standard.

Staff Development:

- Advanced CPD on subject-linked careers delivery and analysing destination data.

Year 3 (2027–28): Excellence and Sustainability**Key Goals:**

- Fully embedded careers provision across curriculum and year groups.
- National recognition for high-quality CEIAG practice.
- Year-on-year improvement in student destinations.

Actions:

- Full curriculum audit: careers content visible in all subjects.
- Targeted CEIAG for vulnerable groups and those at risk of NEET.
- Use Unifrog for PSHE, 1:1 guidance, and destination tracking.
- Expand work experience into KS5 through shadowing or extended placements.

External Impact and Recognition:

- Aim for completion of Quality in Careers Standard.

Staff Development:

- Annual whole-staff LMI and Unifrog Training
- Careers linked to performance management objectives.

Monitoring, Evaluation & Success Measures

- Annual Careers Impact Report submitted to SLT and Governors.
 - Compass+ Gatsby audits conducted three times annually.
 - Launch Future Skills questionnaire to all year groups
 - Student destination data reviewed by year group
 - Student, staff, and employer feedback collected after events and placements.
 - Regular updates to the School Improvement Plan and Ofsted documentation.
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Parents

Parents are encouraged and supported to help their children to become self-reliant and better able to manage their personal and career development. This is done through information evenings, and parent evenings. Information on careers is contained within the schools' website. Parents are encouraged to support their child in finding a suitable placement for work experience placements in Year 10 and in researching post-16 options and completing applications. Parents are also kept up to date via regular newsletter and social media posts. We also recognise that parents may open doors for employer partnerships, so warmly invite parents to provide contacts which may support the CEIAG curriculum.

Conclusion

Montsaye Academy's Careers Strategy reflects a commitment to excellence, equality, and readiness. With strong foundations in our Pledges, access to independent Level 6 guidance, and a robust system for employer engagement and curriculum integration, we ensure that every student leaves Montsaye with clarity, confidence, and ambition for their future.
