Careers Strategy October 2026

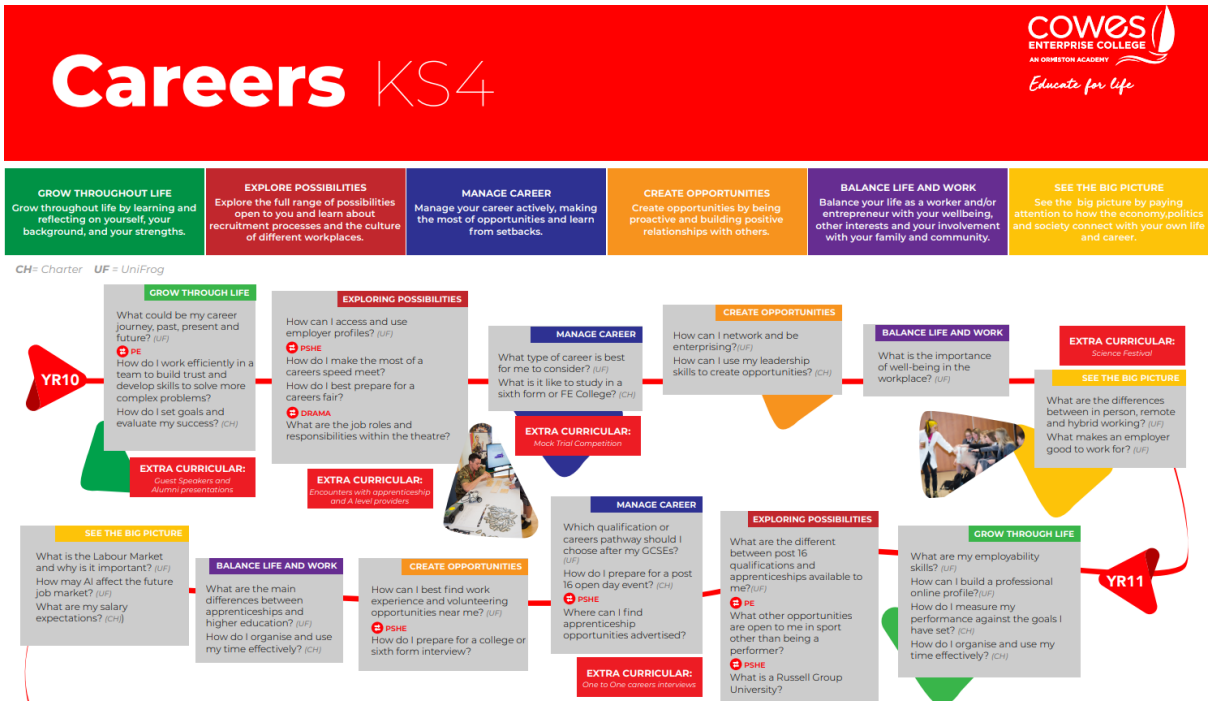
At Cowes Enterprise College, our mission is to educate for life. We ensure all students receive the experiences, information, guidance and skills they need to make well informed choices for their future. We strive to provide meaningful experiences and a clear understanding of the working world in line with statutory intentions around work experience at KS3 and 4. From Year 7 onwards students undertake a variety of opportunities and career learning embedded into the curriculum to develop their career aspirations, employability skills and understanding of labour market information. Through established links with local businesses, universities, alternative education providers and local careers and enterprise partnerships, Cowes Enterprise College students are supported to make plans and navigate the routes to fulfilling career decisions.

Students at Cowes Enterprise College have access to a range of careers support delivered through a variety of delivery methods such as interactive workshops, careers fairs, employer presentations, guest speakers, workplace visits and trips to universities and other education providers. All students have one-to-one guidance appointment delivered by an independent qualified careers adviser from our careers partnerships in Years 11, 12 and 13. Students can request a guidance appointment at any time throughout their academic journey and are offered support at key transition points such as Year 10 GCSE options and Year 11 career planning and into the Academy Sixth Form. The partnership with independent careers advisors enables a smooth flow of data and targeted support for vulnerable and high achieving pupils reflected in the consistently low NEET figure and positive destinations of both year 11 and 13.

We believe best practice careers education and CIAG should be embedded into the curriculum across the board from year 7-13. Our careers education programme is delivered through the Maritime and Eco Futures curriculum in KS3 embracing the rich local heritage and placing demanding academic concepts and techniques into 'real life' settings using our close ties with the maritime industry. The theme of maritime and marine is not a discrete subject, but is woven through various subject areas as part of the broader curriculum. The Life Sciences subject includes a personal development programme delivered from year 7-11 where students are helped to learn more about the world and how to keep themselves safe, healthy and positive. This includes many opportunities for CEIAG related learning including employability skills and making informed decisions for the future. This is further supported by the Cowes Charter delivering a universal offer to all students in years 7-13 which encourages exceptional personal development including careers, destinations and wellbeing support for every year group. Enrichment at Cowes is not a bolt-on but the informal element of our wider curriculum. Our Career strategy is also in line with the Skills and Post-16 Education Act 2022 . It explains that our school must provide a minimum of 6 encounters with technical education and apprenticeship providers to all students in Years 8 to 13 about their education or training offer. We also act in line with our statutory duty under the provider access legislation (also known as the 'Baker Clause'), to be impartial and not show bias towards any route, be that academic or technical. This policy should be read in conjunction with our Provider Access Policy Statement, which sets out how our school meets this duty, and can be found on the school's website.

Our fully mapped and embedded careers education curriculum is available on the Academy website:







The careers team is managed by a member of the Senior Leadership Team David Sanchez-Brown, Assistant Principal, Head of Sixth Form and named Careers Leader. He is supported by the services of an independent career's advisor and a Progression coach; in partnership with the local authority who have the statutory responsibility for RPA compliance.

Cowes Enterprise College is fully meeting the eight Gatsby Benchmarks in line with the updated Gatsby Charitable Foundation's Good Career Guidance 2025 which are acknowledged as best practice an working within CDI Framework for careers, employability and enterprise education. Whilst careers provision is well-established and a priority for our academy, we strive for perpetual improvement and set out the following key objectives:

At Cowes Enterprise College we have four key careers objectives

1. All teaching staff trained to offer careers support and can signpost students to appropriate careers information, guidance advice and resources.

2. Students follow a planned and progressive programme of careers education from year 7 to 13 which is both integrated into the curriculum and offers bespoke events.

3. Ensure students understand and are able to use an increased range of social, digital, and print resources available to help them prepare for their chosen pathway.

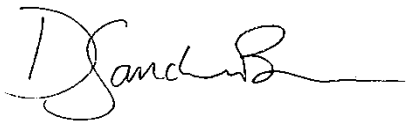
4. Every student to have purposeful encounters with employers every academic year to learn about the world of work.

Cowes Enterprise College Careers Strategy Objective:	Goals/targets and KPIs	Milestones/Responsibilities
1. All teaching staff trained to offer careers support and can signpost students to appropriate careers information, guidance advice and resources.	By July 2026 at a strategic level to ensure and continue to develop the CPD needs of all staff particularly in light of the updated Careers Guidance and access for education and training providers published by DfE on 8th May 2025.	Virtual training resources for careers education and CIAG available via the academy CPD library. SharePoint Careers resource site for staff members. Academy website resources
2. Students follow a planned and progressive programme of careers education from year 7 to 13 which is both integrated into the curriculum and offers bespoke events.	Careers learning is regularly linked to the curriculum in lessons. Schemes of work containing careers are an accurate depiction of the local and national labour market Full Academy rollout of Unifrog	Regular reviews of LMI conducted Careers learning mapped to new frame work.
3. Ensure students understand and are able to use an increased range of social, digital, and print resources available to help them prepare for their chosen pathway.	Social networking platforms including LinkedIn and Fledgelink are promoted. The Careers Hub is fully functioning Students are aware of main sources of information and this is available on the website By July 2026 At an operational level to ensure that all learners understand and can actively use the most accurate, reliable and reputable sources of careers	Creation of student facing careers hub Sixth Form student mentors staff Careers Hub at key points in the academic year. Development of academy wide assemblies at key times such as careers week and transition points. Embed employer encounter resources and learning opportunities into all curriculum areas with a focus on the learning platforms and resources available such as OAT Futures.

	information particularly the work of key stakeholders eg the National Careers Service and Amazing Apprenticeships. It is recommended that learners can demonstrate competency in setting up and using account for vacancy alerts and other opportunities eg UCAS and the Apprenticeship Service GOV.UK in Key Stage 4 and updated in Key Stage 5 prior to leaving.	Embed comprehensive careers monitoring package such as UniFrog to KS4 and 5 by June 2026 By May 2026, at an operational level to ensure learners are able to research and evaluate progression pathways by harnessing social media networks such as Linked In and are able to produce and publicise professional digital career profiles for future networking purposes at KS4 and KS5.
4. Every student to have a purposeful encounter with an employer every academic year to learn about the world of work	Work with large employers to provide encounters across different areas. Engage with local networks to provide work experience placements.	NHS and Isle of Wight Council, Engineering and Maritime sectors New employer database built Embed employer engagement learning opportunities in all curriculum areas throughout the year in all year groups.

Review Date: October 2028

Signed:



THE CAREERS & ENTERPRISE COMPANY

Cowes Enterprise College, An Ormiston Academy
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Compass evaluations results

Compass evaluation results allow you to identify what's working well and where there's room to grow - helping your setting to meaningfully achieve the eight Gatsby Benchmarks, celebrate success and plan for future improvement.

Gatsby Benchmark	% achieved in latest evaluation
GB1 - A stable careers programme	100%
GB2 - Learning from careers and labour market information	96%
GB3 - Addressing the needs of each young person	95%
GB4 - Linking curriculum learning to careers	100%
GB5 - Encounters with employers and employees	100%
GB6 - Experiences of workplaces	100%
GB7 - Encounters with further education and higher education	100%
GB8 - Personal guidance	100%