

School: Horizons AP Academy

Careers Lead: Will Baggley

School Success Criteria for Effective Careers Education Delivery:

- Schools work towards 100% compliance against the Gatsby Benchmarks (including the new refined Benchmarks from Sept 2025).
- Schools work towards embedding the new guarantee of a minimum of 10 days work experience across KS3 and KS4.
- All leaders and staff understand the importance of a quality Careers Programme.
- Close working between school's leaders, careers leaders, teachers and careers specialists is important for effective careers guidance.
- Schools actively link curriculum learning to careers education.
- Schools effectively collect and use destinations data, to help to evaluate and impact of school-wide provision.
- Schools understand the need to promote both technical, vocational and academic pathways.
- CPD is delivered to colleagues as a means of effective professional development.
- The impact of school Careers Education is regularly monitored and evaluated.



State and date the Meaningful Employer Encounters / Careers Events (what is specifically planned for each year group e.g., Year 7 STEAM Day)	Date	Provider Access Legislation Encounter (technical education and apprenticeship guidance) – one in Years 8, 9, 10 & 11 (mandatory) and one in Years 12 & 13 (optional) e.g., Options Events, Assemblies, Taster Events, College Visits – please date and name providers	Date	Work Experience Guarantee: 10 days of work experience during KS3 and KS4. What might this start to look like e.g. visits to workplaces, work shadowing, work experience, virtual experiences, current part-time work	Date
Year 7: Access to MET Employment Fair	March 2026			Work shadowing – Caretaker (Construction/Maintenance). Work shadowing – Admin Team (Business) Work shadowing – Primary setting (Childcare/Education)	ongoing

Access to monthly 'Careers Drop in' workshops. Delivered by Berkshire LEP Careers in Construction & Sports small w/shop – New Meaning	Monthly July 2026				
Year 8: Access to MET Employment Fair Access to monthly 'Careers Drop in' workshops. Delivered by Berkshire LEP Careers in Construction & Sports small w/shop – New Meaning	March 2026 Monthly July 2026	Activate Learning to meet with students (Nov 25, Jan 26, Mar 26) Visit to New Meaning (accessing taster sessions) Chiltern Training – Apprenticeship info giving workshops	Various July 2026 Feb 2026	Work shadowing – Caretaker (Construction/Maintenance). Work shadowing – Admin Team (Business) Work shadowing – Primary setting (Childcare/Education)	ongoing

Year 9: Access to monthly 'Careers Drop in' workshops. Delivered by Berkshire LEP Careers in Construction & Sport small w/shop – New Meaning Access to MET Employment Fair	Monthly	Activate Learning to meet with students (Nov 25, Jan 26 Mar 26)	Various	Work shadowing – Caretaker (Construction/Maintenance).	ongoing
	July 2026	Visit to New Meaning (accessing taster sessions)	July 2026	Work shadowing – Admin Team (Business)	
	March 2026	Chiltern Training – Apprenticeship info giving workshops	Feb 2026	Work shadowing – Primary setting (Childcare/Education)	
Access to BFFC Careers Fair	July 2026				

Year 10:		Activate Learning to meet with students (Nov 25, Jan 26 Mar 26)	Various	Offer of extended WEX placement	ongoing
Participation in HZN Futures Day	March 2026		July 2026	Work shadowing – Caretaker (Construction/Maintenance).	
Access to monthly ‘Careers Drop in’ workshops. Delivered by Berkshire LEP	Monthly	Visit to New Meaning (accessing taster sessions) Chiltern Training – Apprenticeship info giving workshops	Feb 2026	Work shadowing – Admin Team (Business)	
Careers in Construction small w/shop – New Meaning	July 2026			Work shadowing – Primary setting (Childcare/Education)	
Access to MET Employment Fair	March 2026				
Access to MET FE/HE Careers Fair	October 2025				
Access to BFFC Careers Fair	July 2026				
Access to 1 to 1 Careers advise – Anna Finlason	ongoing				

Year 11: Participation in HZN Futures Day Access to monthly 'Careers Drop in' workshops. Delivered by Berkshire LEP	March 2026 Monthly	Post yr11 transition support – Reading College & New Meaning Post Yr11 College & Apprenticeship enrolment support (W. Baggley)	July 2026 August & Sept 2026	Offer of extended WEX placement Work shadowing – Caretaker (Construction/Maintenance). Work shadowing – Admin Team (Business) Work shadowing – Primary setting (Childcare/Education)	ongoing
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Careers in Construction small w/shop – New Meaning	July 2026	Activate Learning to meet with students (Nov 25, Jan 26 Mar 26)	Various		
Access to MET Employment Fair	March 2026	Visit to New Meaning (accessing taster sessions)	July 2026		
Access to MET FE/HE Careers Fair	October 2025	Chiltern Training – Apprenticeship info giving workshops	Feb 2026		
Access to BFFC Careers Fair	July 2026				
Intensive 1 to 1 post 16 careers support delivered by W.Baggley	Jan – Sept 2026				

1. **BM1:** Stable Careers Programme – changes to language, **careers leader being trained in role**, explicitly detailing how parents and carers will be engaged throughout, greater purpose of evaluation and impact.
2. **BM2:** Career and Labour Market Information – changes to language, recognising key careers influencers for info on future pathways, study options and labour market opportunities, greater emphasis on SEND.
3. **BM3:** Addressing the Needs of each Young Person – embedding principles of equality, diversity and inclusion, greater emphasis on SEND, challenging misconceptions and showcasing a diverse range of role models,

tracking participation in their entire careers programme, **collection of destination data for three years has been removed.**

4. **BM4:** Linking Curriculum Learning to Careers – linking curriculum learning should be part of school's overall programme, all subject and courses should contain opportunities to learn about links into different careers, careers should form part of the school's ongoing staff development programme.
5. **BM5:** Encounters with Employers and Employees – minimal changes other than an expanded definition of what constitutes a 'meaningful' encounter eg should focus on skills, recruitment process, what it takes to be successful, own part-time employment can now be taken into account as an encounter.
6. **BM6:** Experiences of Workplaces – sharpening what a meaningful experience should look like, **introduction of two weeks of work experience across KS3 and 4, based upon the equalex learning outcomes model (a framework of structured learning outcomes based upon 3 core themes, clearly mapped and planned).** KS5 work experience expectations remain.
7. **BM7:** Encounters with Further and Higher Education - changes to language, young peoples should have encounters with a full range of provider types by age 16
8. **BM8:** Personal Guidance – **all young people should have a personal guidance meeting by age 18, in addition to their meeting by age 16,** work more closely with key staff eg SENDCos, arrangements for personal guidance should now be published on school websites.