

Ormiston Maritime Academy

Careers Strategy 2024/25

Date adopted: November 2023

Next review date: November 2025

Policy Version Control

Policy prepared by	E Sims, Senior Vice Principal V Thornton, Careers Lead
Description of changes from the original document	Addition of CDI Framework and Learner Entitlement

Our Vision

Ormiston Maritime Academy aims to enable students to develop the understanding, knowledge and skills needed to secure a positive destination of their choosing and to encourage them to become lifelong learners, taking responsibility for making successful transitions that shape a clear pathway into adult life. Our programme is underpinned by the **8 Gatsby Benchmarks** and the **CDI's Career Development Framework**.

This strategy sets out a clear plan on how we intend to work towards meeting this vision in the short, medium and long term. It is to be read in conjunction with our careers policy that can be found on the academy website

Objectives

- To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2023
- To build upon the 'Quality in Careers Standard' accreditation (the nationally recognised award for CEIAG in English Secondary Schools), which the academy was awarded in June 2021 and revalidated June 2023 and achievement of Gold in June 2025.
- To retain a 'Gold Standard' CEIAG provider with OAT
- To enable all learners to reach a positive destination in learning or training after Year 11 (0% NEET)
- To increase students' awareness of Local Market Information (LMI)
- To increase participation to Apprenticeships and T Levels

We will monitor and evaluate our progression in achieving these aims on a termly basis with the Careers and Enterprise Company through Compass+. The programme will also be reviewed annually.

Our Strengths

- Partnership work with Franklin College and Grimsby Institute
- Partnership work with local stakeholders (Careers Fair, Insight into Industry talks, Work Experience Preparation Days, Business Breakfasts etc.)
- Succinct plan developed between SVP, CL and CEC – has the backing of the linked Governor and SLT
- Development of Maritime Futures Curriculum in partnership with local employers
- Increasing the profile of Careers across the academy

Careers Education Team Structure

Careers Advisor
V Thornton Guidance/Careers
Advisor

Senior Vice Principal – Progress
E Sims
SLT Link

Careers Leader
V Thornton

PSHE
Jo Gourlay

Heads of Department

Class Teachers
(including Form Tutors)

External Providers
Franklin College
Grimsby Institute
HETA
Orsted
University of Hull
Etc.

The Gatsby Benchmarks (CEC Benchmarking Activity, June 2025)

Benchmark		Criteria	OMA Fully Achieved	% Nat. Fully Achieved
1	A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.	100%	69.2%
2	Learning from career & labour market information	Every student, 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 adviser to make best use of available information.	100%	84.7%
3	Addressing the needs of each young person	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.	100%	62%
4	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 future career paths.	100%	81.7%
5	Encounters with employers and employees	Every student 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 schemes.	100%	86.8%
6	Experience of workplace	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.	100%	74.3%
7	Encounters with further and higher education	All students 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.	100%	59.9%
8	Personal guidance	Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.	100%	77.4%

CEIAG Short Term Planning for 2025/26

Staff Responsible:

- Mrs Sims (Senior Vice-Principal)
- Miss Thornton (Y10 Progress Lead, Careers Leader/Advisor)
- Mrs Gourlay (PSHE Lead)



Working with:

- Caitlin Brewitt, (CATCH) Academy Enterprise Advisor
- Vicky Booth, (Enterprise Coordinator Greater Lincolnshire LEP)
- Amy Liddy, (Humber Outreach Programme, Uniconnect)



Key:

- CDI career Development Framework

Grow throughout life	Explore Possibilities	Manage career
Create opportunities	Balance life and work	See the big picture

- Gatsby Benchmarks

1	A stable careers programme	5	Encounters with employers and employees
2	Learning from career & labour market information	6	Experience of workplace
3	Addressing the needs of each student	7	Encounters with further and higher education
4	Linking curriculum learning to careers	8	Personal guidance

YEAR 7

Overall Outcomes

- Positive Relationships
- Understanding that everyone has a career/future
- Consider “trends” in employment and relate to possible “career” plans.
- Consider the qualities, attitudes and skills needed for employability.

CDI	Gatsby	Focus	Details	Lead	Date	
		1, 3	Transition Support	Transition – 1 day for vulnerable Y6 students	KMA LWN	Sept 2025
		1, 3	Personal Record Keeping	Students to update their career activities and any personal achievements on Unifrog.	VMT	Throughout the year
		1, 3	Aspirations and future plans	Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them.	VMT	HT1-2
		1, 4, 8	Careers and Enterprise Skills (Within ‘Character & Culture’)	Awareness of consequences of actions now, in later life.	JGY	Oct ‘25- Jan ‘26
		1, 3, 8	Parental Engagement	Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	VMT	Throughout the year
		1, 2, 3	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	VMT	9-15 Feb 2026 2-6 March 2026
		1, 2, 4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Teachers	Throughout the year
		1, 3, 5, 7	Pathways	Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend	VMT	Spring term 2026

YEAR 8

Overall Outcomes			<ul style="list-style-type: none">• Re-visit qualities, attitudes and skills needed for employability.• Review experiences and achievements.• Exploring options and choices.• Understanding the functions and uses of money/how to manage money.• Understanding the economic and business environment and how school prepares you for this.				
			CDI	Gatsby	Focus	Details	Lead
			1, 3	Personal Record Keeping	Students to update their career activities and any personal achievements on Unifrog.	VMT	Throughout the year
			1, 3	Aspirations and future plans	Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them.	VMT	HT1-2
			1, 3, 5, 7	Pathways	Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend	VMT	Spring term
			1, 3, 8	Parental Engagement	Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	VMT	Throughout the year
			1, 7, 8	HE Engagement	UEA outreach to work with some targeted students providing workshops and a visit to the UEA to help them to understand more about University.	VMT	Spring 2026
			1, 2, 3	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	LCA	9-15 Feb 2026 2-6 March 2026
			1, 2, 4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Teachers	Throughout the year

YEAR 9

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| Overall Outcomes | <ul style="list-style-type: none"> Making the link between GCSE courses selected and University life/Careers Review experiences and achievements To explore skills required to work as a team through various tasks |
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CDI	Gatsby	Focus	Details	Lead	Date
	1, 3	Personal Record Keeping	Students to update their career activities and any personal achievements on Unifrog.	VMT	Throughout the year
	1, 3	Aspirations and future plans	Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them.	VMT	HT1-2
	1, 3, 5, 7	Pathways	Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend	VMT	Spring term
	1, 3, 8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	VMT	Throughout the year
	1, 5, 6	Parental Engagement	Options' Evening – a chance for students and parents to understand what subjects are on offer at KS4 – followed by taster sessions in GCSE option classes	VMT/EJS	Feb 2026
	1, 7	University Life – Widening Aspirations	Two visits to the universities (split in half year groups) where students get to tour the campus and visit specific subjects.	Depts	Summer 2026
	1, 4, 5	Further Education Experience	Selected students having the opportunity to experience taster sessions in different subjects at the locals colleges.	VMT	Throughout the year
	1, 7, 8	HE Engagement	HOP outreach to work with some targeted students providing workshops and a visit to help them to understand more about University.	LCA	Throughout the year
	1, 2, 3	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	LCA	9-15 Feb 2026 2-6 March 2026

YEAR 10

Overall Outcomes		<ul style="list-style-type: none"> • Making the link between GCSE courses selected and careers • Review experiences and achievements. • Interview and employability skills 			
Delivery		Focus	Details	Lead	Date
	1, 3	Aspirations and future plans	Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them.	VMT	Throughout the year
	1, 3	Personal Record Keeping	Students to update their career activities and any personal achievements on Unifrog.	VMT	HT1-2
	1, 3, 5, 7	Pathways	Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend	VMT	Autumn term
	1, 3, 8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	VMT	Throughout the year
	1,2,3, 4,5,7, 8	Work preparation and employability skills	Work Experience Preparation lessons including interview skills and CV writing	PT's VMT	Autumn term during L4L sessions
	1,2 5, 6	Employer Engagement	Work Experience Week. All year 10 students to gain a week of work experience at their chosen employment	VMT	30th June – 3rd July 2026
	1, 7	University life – Widening Aspirations	Outreach to work with some targeted students within a couple of workshops, to help them understand their HE and Post 16 choices	A Liddy	Throughout the year during L4L sessions
	1,2, 3	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	VMT	9-15 Feb 2026 2-6 March 2026
	1, 3, 7	Further Education experience	Selected students having the opportunity to experience STEM taster sessions in maths, Science, Engineering, Music and Drama at the local sixth form college.	T Hall	July 2026
	1, 2, 4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Teachers	Throughout the year

YEAR 11

Overall Outcomes

- Making the link between GCSE and FE and HE
- Review experiences and achievements.
- Interview and employability skills
- Preparing for Success

Delivery			Focus	Details	Lead	Date	
			1, 3	Aspirations and future plans	Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them.	VMT	Throughout the year
			1, 3, 8	Pathways – Future Planning	One-to-one meetings with qualified careers guidance personnel	VMT	Throughout the year
			1, 3	Personal Record Keeping	Students to update their career activities and any personal achievements on Unifrog.	VMT	Throughout the Year
			1,3	Pathways – Future Planning	College/Sixth Form application forms to be completed during form time - rolling booking of ICT rooms. Drop-in sessions at lunchtimes and after school with LCA	VMT	Autumn term
			1, 3, 8	Parental Engagement	Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	VMT	Throughout the year
			1, 3, 8	Parental Engagement	Revision Skills Event for students. Elevate	IMN	TBC
			1, 3, 5, 7	Pathways	Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend	VMT	Throughout the year
			1, 3, 7	Pathways – Future Planning	Assemblies from local Colleges, Training Providers and Apprenticeships during Form Time	LCA	Sept – Dec 2025
			1, 3, 4	Career Learning	Employability Sessions to take place during Form, including interview skills, CV creation, writing a covering letter...	Tutors	From Nov 2025
			1, 3	Pathways – Future Planning	National Citizenship Service (NCS) assembly and workshop	VMT	Spring Term
			1, 7, 8	HE Engagement	GIFHE Franklin supporting students with their post-16 options and college applications	VMT	Oct 2025 – Dec 2025
			1, 2, 3	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	VMT	9-15 Feb 2026 2-6 March 2026

Over-arching Plans

CDI		Gatsby	Details		Lead	Deadline
			1	Careers Programme on website – A copy of careers programme for all year groups at the academy to be available for everyone to view, acting as a ‘hub’ for information.	VMT	ONGOING
			1,2,3 4,5,7	CEIAG awareness in the academy – LMI in Tutor Time; careers-related announcements in Tutor Time; assemblies ‘Insight Into Industry’ talks based upon students interests (identified through Unifrog data)	VMT	ONGOING
			1, 4, 5	To continue work on the Maritime Futures Programme – Employers to help highlight careers learning in SOL and offer talks/help with workshops. Staff to update departmental careers link plans.	EJS/V MT	ONGOING
			1, 4, 5	Career Journey posters and ‘Subject Careers’ posters in curriculum areas – Improve the visibility of careers and encourage discussion	VMT	September 2025
			1, 4	Career Guides distributed to Y11 Progress Leader for dissemination	IMN	September 2025
			1, 2, 3	Develop student usage of Unifrog – Tutor Time/Learning for Life programme to be put in place and weekly/monthly competitions developed to encourage use.	JGY/V MT	ONGOING
			1, 2	Staff Training – Develop staff understanding and statutory requirements of CEIAG in the academy; develop career plans for each subject.	VMT	ONGOING
			1	Compass Plus – All career related activities to be logged to enable benchmarking and self-evaluation with CEC	Depts	ONGOING
			1, 2, 4	Termly publication of Careers activities to be published in the academy Newsletter	MCS/ VMT	ONGOING