



Buxton Community School
Careers Policy
2025 – 2026

Last Reviewed	September 2025
Reviewed by	Caroline Russell
Link Governor	Paul Drummond
Next review date	September 2027

Careers at Buxton Community School

Vision Statement

Our vision at Buxton Community School is to empower every student with the knowledge, skills, and inspiration to build a successful and fulfilling future. We are committed to providing an exceptional careers education and guidance program that not only meets but exceeds the highest standards of the Gatsby Benchmarks. Through a dynamic, personalised, and progressive curriculum, we aim to ensure all students are prepared to make informed decisions about their next steps, equipped to thrive in a rapidly changing world, and ready to contribute positively to society. We strive to be a beacon of excellence in careers provision, fostering a culture where ambition is celebrated and every student's potential is realized.

Our Commitment

There has never been a time when careers guidance has been as important for young people as it is today. At Buxton Community School, we have a critical role to play in preparing our students for the next stage of their education or training and beyond. Our students will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare learners for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes, and transitions ahead of them.

Buxton Community School Values

Our key values at Buxton Community School are Ready, Respectful and Safe.

Ready

We have the highest expectations of both ourselves and our students. We believe that all our students can make progress and achieve academically, socially, and emotionally. We equip learners with the knowledge and skills they need to achieve well in life and work tirelessly to improve their lives.

Respectful

Respect is the foundation on which our school values are based. We promote care, trust, and honesty with our students, their families/carers, and all other partners and

stakeholders. To realise shared goals and achieve the very best for our students, we work collaboratively with parents/carers and other stakeholders. We will communicate the highest standards and expectations at all times.

Safe

We have created a safe, secure, and happy learning environment in which all students can thrive. We recognise that our work has a positive impact on our students and their families/carers, improving outcomes for all. We acknowledge and celebrate their successes widely.

Entitlement

We have a whole school approach to careers education with every member of staff helping to deliver quality and impartial **Careers Education, Information, Advice and Guidance** (CEIAG) allowing students to access the necessary information to help them make informed decisions about their futures. Our careers program throughout the year supports our careers education curriculum and, in line with the most recent careers guidance strategy our careers plan supports the achievement of the eight Gatsby benchmarks. Careers Education at Buxton Community School is not just a stand-alone strand; it is integrated into every area of the school and woven into the school curriculum. Our aim is that students understand how what they are being taught will link to their future pathways.

We work closely with our local network of careers leaders, as well as EMCCA and our independent careers advisor Phil Nelson, who supports us with one-to-one interviews for all KS4/5 pupils.

Aims and Objectives

The CEIAG program is designed to meet the needs of each student at Buxton Community School. It is differentiated to ensure progression through activities that are appropriate to our students' stages of career learning, planning, and development.

The main aims of the careers provision at Buxton Community School are to:

- Develop and maintain a culture of high aspirations through a fully embedded CEIAG program across the whole school curriculum.
- To raise and track students' engagement within the careers program during their journey through Buxton Community School and evaluate to ensure that students are supported in raising their aspirations whilst being mindful of the ever-changing and competitive world around them.
- Build a continuously increasing and relevant network of partners and providers who can engage students in developing their career pathways. These partners will work in partnership with subject areas/key stages to develop collaborations enabling

opportunities for students to see clear links between their subject learning and the world of work.

On Overview of our Careers Programme

Buxton Community School provides a comprehensive, high-quality career support and guidance program that evolves with students as they progress through each academic year. From foundational explorations in Year 7 to intensive, individualised support in Year 11, the program is designed to help students discover their interests, develop essential skills, and make informed decisions about their future.

Year 7: Foundational Exploration

In Year 7, the focus is on introducing students to the world of careers and encouraging initial exploration. Students create a Unifrog account, a valuable online platform for career research and planning. Key events like the "Ask an Employer" event, a National Careers Week (NCW) assembly, and the opportunity to visit a Green Careers Fair give students early exposure to diverse career paths. The Futures Focus drop-ins offer an ongoing resource for questions and guidance throughout the year.

Year 8: Integrating Careers into the Curriculum

Building on the foundation from Year 7, Year 8 integrates career discussions directly into all subjects to highlight the real-world applications of their learning. Students also hear firsthand about different professional paths through "Careers journeys from staff" and engage in practical skill-building with an Army team building and careers talk. This year also includes the NCW assembly, Futures Focus drop-ins, and another opportunity to attend the Green Careers Fair.

Year 9: Preparing for Key Decisions

Year 9 is a pivotal year as students prepare to choose their GCSE options. The curriculum includes PHSE employability skills to help them understand what employers look for. Students receive dedicated options preparation support and attend an Options evening with a career's presence. The STEM Challenger Day provides hands-on experience in science and technology fields. For students who need extra support, 1:1 interviews are offered. The NCW assembly, Futures Focus drop-ins, and the Green Careers Fair remain key components of the program.

Year 10: Intensive Skill Development and Exploration

In Year 10, the career guidance becomes more focused and practical. Students get a taste of the professional world through a Tarmac visit or an on-campus stand. PD careers lessons

cover modern topics like the gig economy, entrepreneurship, and workers' rights. High priority students receive 1:1 interviews, and all students can participate in an apprenticeship workshop and a CV writing workshop. Students are also given the opportunity to visit several college and university open days, including the University of Derby, Macclesfield College, and Buxton College. Army representatives also return to provide a talk on employability skills. The NCW assembly, Futures Focus drop-ins, and Green Careers Fair continue to provide valuable resources.

Year 11: Application and Transition Support

The final year at Buxton Community School is dedicated to providing our students with the resources and support they need to successfully transition to their next steps. All students receive 1:1 interviews to create a personalised plan. The school hosts a Careers Fair for all students and a Rotary mock interview event to practice crucial professional skills. Practical support for college applications is provided, and colleges have a direct presence at Parents' Evening. Continuing from previous years, students also have access to the NCW assembly, Futures Focus drop-ins, a Tarmac visit, and the Green Careers Fair.

Careers and SEND provision.

Every pupil with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate.

The SENDCo is Mrs Steph Reddy. Steph.Reddy@buxton.derbyshire.sch.uk

Pupils with SEND have an interview with our external careers advisor in Year 9, prior to starting their GCSE options, to enable early identification of any necessary adaptations or interventions according to need to support their career aspirations. This process is repeated in Y11. Pupils can self-refer, and form tutors are also able to raise concerns. If current provision cannot fully address a pupil's additional need, advice will be sought from the National Careers Service.

Impact of these interventions

Current Position Summary – updated August 2025 *and prior to new Gatsby Questions to be implemented 2025-2026.*

The evaluation of our current summary is based on mapping our provision against the Gatsby Benchmarks by using the Careers & Enterprise Company's COMPASS tool and the outcome of our assessment of the Inspiring IAG Quality in Careers Standard Award.

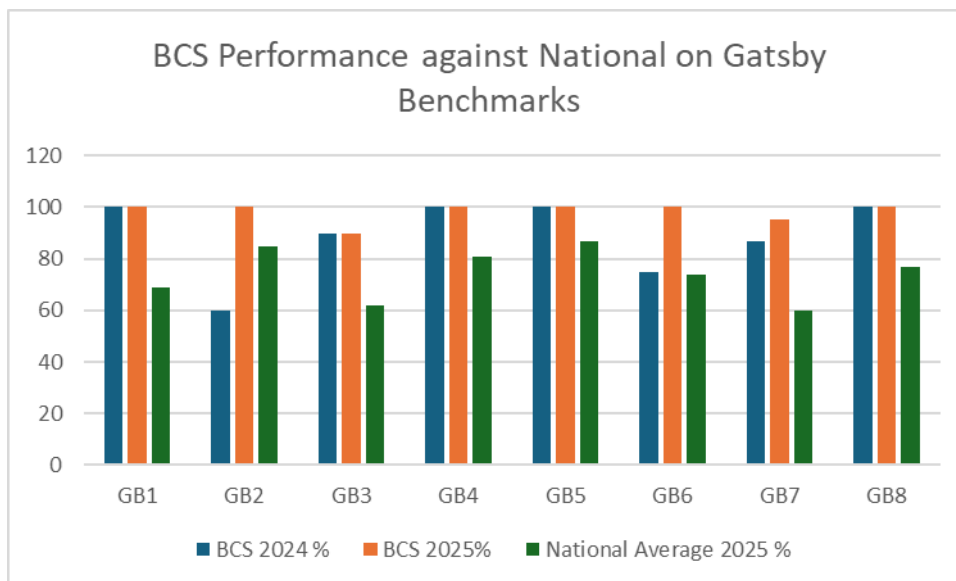
Buxton Community School's careers provision stands out as exemplary when compared to national and regional averages, demonstrating our outstanding achievement in the Gatsby

Benchmarks. The commitment to high-quality career guidance is evidenced by our nearperfect scores across all eight benchmarks.

Gatsby Benchmark	% achieved in latest evaluation i
1 - A stable careers programme	100%
2 - Learning from career and labour market information	100%
3 - Addressing the needs of each pupil	90%
4 - Linking curriculum learning to careers	100%
5 - Encounters with employers and employees	100%
6 - Experiences of workplaces	100%
7 - Encounters with further and higher education	95%
8 - Personal guidance	100%

How Buxton Community School Compares to other Hubs

Gatsby Benchmark	Your result i	% schools fully achieving this Benchmark nationally	% schools fully achieving this Benchmark in Hubs	
			All Hub schools	All schools in Hub's area of coverage
1 - A stable careers programme	✓	69.2%	69.6%	69.2%
2 - Learning from careers and labour information	✓	84.7%	85%	84.7%
3 - Addressing the needs of each pupil	In progress - 90%	62%	62%	62%
4 - Linking curriculum learning to careers	✓	81.7%	81.9%	81.7%
5 - Encounters with employers and employees	✓	86.7%	86.9%	86.7%
6 - Experiences of workplaces	✓	74.3%	74.6%	74.3%
7 - Encounters with further and higher education	In progress - 95%	59.9%	60%	59.9%
8 - Personal guidance	✓	77.4%	77.5%	77.4%



Buxton Community School significantly outperforms national and regional averages in every single Gatsby Benchmark.

100% Achievement: We have fully achieved six of the eight benchmarks:

A stable careers programme: All students have access to a well-structured and progressive careers program.

Learning from career and labour market information: Students are well-equipped with the knowledge needed to make informed decisions.

Linking curriculum learning to careers: Teachers across all subjects effectively connect classroom learning to future careers.

Encounters with employers and employees: Students have multiple meaningful interactions with professionals.

Experiences of workplaces: All students gain first-hand experience in a work environment.

Personal guidance: Every student receives individualised support from a career's advisor.

Our level of across-the-board achievement is significantly higher than the national average, which is in the 60-85% range for all these benchmarks. For example, while Buxton achieves 100% in "Encounters with employers and employees," the national average is only 86.7%.

Near-Perfect Scores: For the remaining two benchmarks, as a school we are exceptionally close to full achievement:

Addressing the needs of each pupil (90%): The school is making significant progress in tailoring careers guidance to every student's specific needs, well above the national average of 62%.

Encounters with further and higher education (95%): The school provides nearly all students with opportunities to interact with a wide range of educational providers, a far stronger result than the national average of 59.9%.

This data clearly highlights that Buxton Community School's careers provision is not just good, but outstanding, setting a high standard and demonstrating a comprehensive, effective, and well-rounded approach to preparing our students for their future careers.

We are very proud of our achievements to date. Achieving 100% on so many benchmarks is a testament to the hard work and dedication of the staff and students. The next step is to build on this success and address the remaining areas for improvement.

Destination Data

Students at Buxton Community School continue on an incredible range of pathways, reflecting our commitment to equipping students for a successful and fulfilling future. The impressive list shows our students moving on to diverse destinations, including:

Apprenticeships: A strong number of our students are entering the world of work through valuable apprenticeships in skilled trades like mechanics and engineering, as well as with leading local companies like Tarmac. This is a testament to our focus on practical, real-world skills.

Further Education: Our students have secured places at a wide variety of colleges, including Buxton, Macclesfield, and Chesterfield, pursuing both academic and vocational courses. This indicates that our students are making informed choices about their education that align with their personal goals.

Sixth Form: A significant number of students are continuing their academic journey at various sixth forms, including our own, showing a clear pathway for those pursuing higher education.

The breadth of post-16 destinations truly showcases the success of the comprehensive careers program we have and its ability to guide every student toward a future that is right for them.

Caroline Russell - AHT Careers Lead

Steph Moss- Careers Coordinator

Paul Drummond – Link Governor