

# Careers strategy

Prior Pursglove College, academic year 2026 to 2027

## Document control

|                      |                                                                                                 |
|----------------------|-------------------------------------------------------------------------------------------------|
| <b>Owner</b>         | Head of Student Services, with the Employability, Careers and Enrichment Manager (Careers Lead) |
| <b>Applies to</b>    | Prior Pursglove College                                                                         |
| <b>Academic year</b> | 2026 to 2027                                                                                    |
| <b>Next review</b>   | Annually, before the start of the 2027 to 2028 academic year                                    |
| <b>Version</b>       | 2026 to 2027 strategy, in the college template September 2026                                   |
| <b>Statutory</b>     | Supports the duties in sections 42A and 42B of the Education Act 1997                           |
| <b>Published</b>     | College website                                                                                 |

## About this version

This is the 2026 to 2027 careers strategy from the college careers team, put into the college policy template in September 2026. The college name, spelling and small typing errors have been corrected. The content is otherwise as written by the careers team. The previous version is available on request.

## Vision, mission and values

Prior Pursglove College is part of Atomix Educational Trust and our vision is to provide outstanding education and progression post-16 across the Tees Valley, which includes providing a careers programme that meets the needs of each student. Prior Pursglove's mission is to empower and lead students to achieve academic and personal excellence through a robust careers education programme, providing a wide range of developmental enrichment opportunities within a supportive learning environment, whilst giving them the opportunity to engage in a range of work experience programmes and equipping them with the skills necessary for post-18 and beyond.

At Prior Pursglove we value inclusivity and equality and enthuse high standards and high expectations in collaboration with schools, employers and communities. Prior Pursglove values respect for self and others, safety, welfare and support for all, alongside valuing successful outcomes and personal development.

## **Rationale**

Our aim is for all students to achieve their very best: this includes making the right choices for progression. There has never been a time when careers guidance has been as important for young people, with such a huge range of choices open to them. We provide impartial information and guidance about the range of options to help them to achieve their ambitions and teach them to manage their careers.

## **Commitment**

The college is committed to providing a planned careers education, information, advice and guidance (CEIAG) programme for all students, based on the eight Gatsby Benchmarks. We have a duty to ensure that all students are provided with independent careers guidance through to year 13 (section 42A of the Education Act 1997). In addition, the college needs to ensure that there is an opportunity for a range of education and training providers to access all students in years 12 and 13, informing them about apprenticeships (provider access legislation, January 2023).

## **Development and review**

This strategy was developed and will be reviewed in discussion with the senior leadership team (SLT), department managers, college careers staff, students, governors and other external partners.

## **Links with other policies**

The strategy for CEIAG is underpinned by a range of college-wide policies, especially those for teaching and learning, assessment, equal opportunities, special educational needs and learning difficulties and disabilities (LDD), and safeguarding. We also have a provider access statement for CEIAG, which is published on our website.

## **Objectives**

### **Student needs**

The careers programme is designed to meet the needs of the students at the college. It is differentiated and personalised, and designed to strengthen student motivation, aspirations and attainment. It is tailored as required to meet the needs of any individual student with any disability.

### **Entitlement**

Students are entitled to good quality CEIAG. We adhere to the Career Development Institute's code of ethics, which includes impartiality, confidentiality, transparency and competence. CEIAG will be integrated into the student experience of the whole curriculum and will raise aspirations, challenge stereotyping and promote equality and diversity.

### **Year 12 students**

Year 12 students are encouraged to:

- consider all post-18 options, including university, gap year opportunities and higher and degree apprenticeships
- consider how labour market information (LMI) is relevant to their post-18 options
- have a one-to-one guidance interview with a college careers adviser (delivered through a self-referral system)
- understand different career pathways and entry requirements, and make contingency plans
- access a series of careers speaker sessions through Pathway groups and subjects, both in person and virtual
- use the careers resources and software available through Microsoft Teams and Unifrog
- independently attend careers talks, UCAS exhibitions, university open days and taster days
- find work placements, with opportunities shared through Microsoft Teams and the Pathway strands

## **Year 13 students**

Year 13 students are:

- kept up to date with UCAS deadlines and with relevant internal and external careers events
- supported to make UCAS applications and to use UCAS Extra (where appropriate), and advised on Extra and Clearing
- told about higher and degree apprenticeships in good time, through Microsoft Teams

## **Implementation**

### **Leadership**

The careers programme within the college is led by Kathrine Finley, Head of Student Services, and Lauren Greenwood, Employability, Careers and Enrichment Manager. Kathrine is responsible for the strategic leadership of CEIAG across the college. Lauren Greenwood is the Careers Lead for the Prior Pursglove site.

Pre-16 guidance for prospective students is the responsibility of Emma Bateman and her schools liaison team, who are responsible for all liaison activities for year 10 and 11 pupils in partner schools.

For students on the Level 2 programme, Rob Bell (Head of Department) is the lead responsible for making sure that appropriate careers support is provided. For students with an education, health and care plan (EHCP), Phillipa Harrison (Head of Department) is the lead responsible for making sure that these students receive the appropriate careers support and guidance.

The named Careers Lead for Prior Pursglove College is Lauren Greenwood.

## Delivery staffing

### **Lauren Greenwood, Employability, Careers and Enrichment Manager**

Level 6 qualified adviser, with Level 7 Careers Leader training.

Lauren works with students who are making early entry applications to university, including those applying for medicine, dentistry, veterinary medicine and Oxford or Cambridge, alongside those applying for degree apprenticeships.

### **Sam Benson and Sarah Lax, Careers, Employability and HE Co-ordinators**

Approximately 80% of their working hours are spent on one-to-one guidance for students currently enrolled at the college. They advise students on applying to university, apprenticeships and employment. They also report to the senior leadership team on Russell Group progression, as well as discussing gap year opportunities and other education provision. They are responsible for destination data and for organising talks and careers events within the college. They work with all students within the college, including our Level 2 provision, our High Needs provision and our home-educated students, on their next steps after completing their GCSEs.

### **Helen Watt, Pathway Tutor Lead**

Helen works closely with the college careers advisers in the delivery, review and planning of the Pathway Programme, making sure that the content covered meets the eight Gatsby Benchmarks.

## Curriculum

The careers programme is set out in the statement of services leaflet, which outlines what students are entitled to. It is also explained at the Freshers' Fair in September.

## Assessment and accreditation

The career learning outcomes are based on the eight Gatsby Benchmarks.

## Partnerships

- **Tees Valley Combined Authority careers team.** We work closely with this external organisation, which guides us towards meeting the eight Gatsby Benchmarks and gives us a link to its database of employers when we need industry speakers in college. Through this, we complete a termly careers audit and a termly case study of best practice, plus an annual review of careers provision.
- **Partner schools.** The School Liaison and Business Development Lead and the Marketing Manager work in close partnership with partner schools, giving year 11 students information about sixth form study and help with applications. They organise all the open events and Preview Day too.
- **Access universities.** We have agreements with a number of universities (including but not limited to Durham, Northumbria, Newcastle, Leeds and York) that give opportunities for reduced offers through programmes which certain eligible students can apply for and take part in. These are well advertised but apply to limited numbers.

- **Ask scheme.** We also use the Tees Valley Learner Provider Network (TVLPN) for help with promoting apprenticeships. The college has also recently joined the Careers and Enterprise Company, and has access to a bank of businesses involved in the careers programme.

## Resources

Funding is allocated in the annual budget. Lauren Greenwood holds the budget for careers within the college.

## Monitoring, review and evaluation

The programme is reviewed annually and monthly reports are submitted to the senior leadership team. Different aspects of CEIAG are evaluated regularly.

## Approval

Signed on behalf of the college by:

**Helena Walker**, Careers Governor

**Angela Stevenson**, Head of Centre

Date approved: not yet recorded.