

Careers Education Information Advice and Guidance 2025-2026

Careers at Millthorpe

Millthorpe School is committed to developing the life chances of students, and aims to encourage and inspire them through a comprehensive and ambitious programme of CEIAG. We believe our careers guidance widens our students' horizons, challenges stereotypes and raises aspirations. It provides students with the knowledge and skills necessary to make successful transitions to the next stage of their lives. We support social mobility by improving opportunities for all students, regardless of gender, race, disability, or socio-economic background.

We aim to:

- Provide pupils with impartial advice and guidance to help make informed choices about their future and feel prepared to make decisions
- Ensure our pupils are inspired, engaged with and energised about their future
- Offer accurate information, support and guidance on a range of post-school options that is relevant and up-to-date
- Develop all pupils' employability skills to prepare them for success
- Provide a stable careers programme which utilises Labour Market Information (LMI) in order to meet the Gatsby Benchmarks (see appendices)

We equip our students with:

- An understanding of the skills, characteristics and qualifications required to succeed in their chosen pathway
- Interpersonal, communication and interview skills to help them thrive in the workplace and in Higher Education

- Experience in the workplace and opportunities to meet professionals in industry to support decision making
- A range of meaningful interactions with a range of external providers to broaden students' understanding of potential career pathways
- Knowledge of up-to-date Local Market Information (LMI), apprenticeship opportunities and post-16 providers through regular newsletters, Google Classroom, daily student bulletin and weekly parent letters

Gatsby Benchmarks

The Government's careers strategy sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them. To achieve this aim, we use Gatsby Charitable Foundation's Benchmarks to develop and improve our careers provision. The Gatsby Benchmarks are not a statutory framework, but by adopting them, we can be confident that we are fulfilling our legal duties: the existing duty to secure independent careers guidance, and the new duty to provide opportunities to a range of providers of technical education and apprenticeships.

Millthorpe School undertakes a full Compass+ evaluation every term, and uses the results to refine and improve CEIAG. This is a tool created by The Careers and Enterprise Company which allows us to benchmark, manage, track and report on our careers programme. See below for the most up-to-date results of our 2024-2025 evaluation:

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	100%
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	100%
8 - Personal guidance	100%

Provider Access

What is the Provider Access Legislation (PAL) and how are we fulfilling it?

PAL stipulates that schools must allow colleges and training providers access to every student in Year 8-13 to discuss non-academic routes. It also states that schools need to impartially promote the full range of technical education qualifications and apprenticeships.

At Millthorpe we invite apprenticeship providers in to speak to students about non-academic, post-16 pathways. They are invited to attend careers fairs and offer small-group workshops for more bespoke interactions with employers.

Students are also made aware of the benefits of T Levels and other approved technical education qualifications.

We are also preparing for the future introduction of a guarantee of 2 weeks' worth of work experience for every young person

Please click here to see our [Provider Access Policy](#).

Millthorpe CEIAG Programme of Study: Aspire

Year 7 Careers Programme				
Activity	Title	Description	Gatsby	Term
Interaction with HE and employers	University Aspirations	Selected pupils to attend York St John University for 'Finding your feet at secondary school and introduction to Higher Education'	2, 6	Throughout year
	Careers lunches	Alumni invited to school to have a 'careers lunch' with students who have expressed an interest in this area of work		

	Guest speakers	Invited guest, as well as Speakers for Schools, offer keynote talks and question and answer sessions to raise the aspirations of students and provide knowledge of the range of careers available		
ISSP	Independent State School Partnership	Selected students have the opportunity to attend workshops and master classes and talks	4,5,7	Throughout year
Questionnaire	Compass +	Pupils complete questionnaire about transition to secondary school and knowledge of HE and skills for life and work.	3	Autumn
Presentation	Higher Education	A Higher Education provider visits school to deliver an assembly about technical qualifications	7	Autumn
PD	PD lessons	Students taught about broad range of careers and abilities and qualities required for different careers; equality of opportunity; challenging stereotypes, broadening horizons and how to identify future careers aspirations	1, 4	Spring Summer
Experience of the Workplace	Workplace visit	Students begin a programme looking at the workplace. This involves employers coming to school to set real life scenarios for our students to complete.	8	Autumn
Pupil visits	Careers Fair	Pupils will attend Careers Fair	2, 5	Spring

Year 8 Careers Programme				
Activity	Title	Description	Gatsby	Term
Interaction with HE and employers	University Aspirations	Selected pupils to attend York St John University for 'Finding your feet at secondary school and introduction to Higher Education'	2, 6	Throughout year
	Careers	Alumni invited to school to have a 'careers lunch' with students who have expressed an		

	lunches Guest speakers	interest in this area of work Invited guest, as well as Speakers for Schools, offer keynote talks and question and answer sessions to raise the aspirations of students and provide knowledge of the range of careers available		
ISSP	Independent State School Partnership	Selected students have the opportunity to attend workshops and master classes and talks	4,5,7	Throughout year
Pupil workshop	Trading Game	NYBEP to deliver Trading Game workshops for all pupils, learning about key employability skills	1,2,5	Spring 1
PD	PD lessons	Equality of opportunity in life and work; challenging stereotypes and discrimination in relation to work and pay	1, 4	Spring
Presentation	Higher Education	A Higher Education provider visits school to deliver an assembly about technical qualifications	7	Autumn
Experience of the Workplace	Workplace visit	Students begin a programme looking at the workplace. This involves employers coming to school to set real life scenarios for our students to complete.	8	Autumn
Pupil visits	Careers Fair	Pupils will attend Careers Fair	2, 5	Spring

Year 9 Careers Programme				
Activity	Title	Description	Gatsby	Term
Options	Options Evening	Options Evening - parents and pupils invited to discuss GCSE options with subject leaders.	1,3	Spring

Wildhearts	Career Aspirations	Nestle deliver workshops to targeted students about their career aspirations and the development of employability skills	2, 3, 5	Summer
Interaction with HE and employers	University Aspirations	Selected pupils to attend York St John University for 'Finding your feet at secondary school and introduction to Higher Education'	2, 6	Throughout year
	Careers lunches	Alumni invited to school to have a 'careers lunch' with students who have expressed an interest in this area of work		
	Guest speakers	Invited guest, as well as Speakers for Schools, offer keynote talks and question and answer sessions to raise the aspirations of students and provide knowledge of the range of careers available		
Questionnaire	Compass +	Pupils complete a questionnaire about transition from KS3-4, employability skills, knowledge of HE and skills for life and work.	3	Spring
ISSP	Independent State School Partnership	Selected students have the opportunity to attend workshops and master classes and talks	4,5,7	Throughout the year
Experience of the Workplace	Workplace visit	Students begin a programme looking at the workplace. This involves employers coming to school to set real life scenarios for our students to complete.	8	Autumn
PD	PD lessons	Pupils taught about: <ul style="list-style-type: none"> - Young people's employment rights and responsibilities; skills for enterprise and employability - Giving and acting upon constructive feedback; habits and strategies to support progress - Managing 'personal brand' online; identifying and accessing support for concerns relating to life online 	1, 4	Spring
Presentation	Higher Education	A Higher Education provider visits school to deliver an assembly about technical qualifications	7	Autumn
Pupil visits	Careers Fair	Pupils will attend Careers Fair	2, 5	Spring

Year 10 Careers Programme				
Activity	Title	Description	Gatsby	Term
Options	LMI and prospectus	Pupils to focus on post-16 options available in the York area and are taught how to apply through their PD lessons	2	Autumn
Interaction with HE and employers	University Aspirations	Selected pupils to attend York St John University for 'Finding your feet at secondary school and introduction to Higher Education'	2, 6	Throughout year
	Careers lunches	Alumni invited to school to have a 'careers lunch' with students who have expressed an interest in this area of work		
	Guest speakers	Invited guest, as well as Speakers for Schools, offer keynote talks and question and answer sessions to raise the aspirations of students and provide knowledge of the range of careers available		
Interviews	Mock Interviews	All pupils to have mock interviews with employers	2, 5	Autumn
ISSP	Independent State School Partnership	Selected students have the opportunity to attend workshops and master classes and talks	4,5,7	Throughout year
PD	PD lessons	Pupils taught about: <ul style="list-style-type: none"> - Evaluating strengths and interests in relation to career development - Opportunities in learning and work - Strategies for overcoming challenges or adversity - Responsibilities in the the workplace - Managing practical problems and health and safety - Maintaining a positive personal presence online 	1, 4	Spring

Presentation	ASK Opportunities Offer	Awareness assemblies and support sessions about apprenticeships and T-Levels for students, parents and staff.	7	Throughout year
Experience of the Workplace	3 day project	Employers are invited into school to launch a real life project to the students who must then research, prepare, and present their findings back to the employer.	6	Throughout the Year
	Site visits	Invited students will be offered visits to local construction sites to further develop their knowledge and interest in careers linked to construction.	3, 4, 5, 6	
Independent Careers Advice	Careers Conversations	All students in Year 10 receive a 1 to 1 conversation on their career aspirations and potential post 16 journey from a qualified, independent advisor.	2, 8	Throughout the year
Post 16 Aspirations	St. Peter's visit	Higher attaining students are invited to attend a small trip to St. Peter's School to hear about their Sixth Form offer, and the bursaries available to support them	3, 4, 7	Summer
Pupil visits	Careers Fair	Pupils will attend a Careers Fair	2, 5	Spring

Year 11 Careers Programme				
Activity	Title	Description	Gatsby	Term
Presentation	Higher Education	A Higher Education provider visits school to deliver an assembly about technical qualifications	7	Autumn
Independent	Careers Conversations	All students in Year 11 receive a second 1 to 1 conversation on their career aspirations and potential post 16 journey from a qualified, independent advisor.	2, 8	Throughout the year

Careers Advice				
PSHE	PSHE lessons	Pupils taught about: <ul style="list-style-type: none"> - Using feedback constructively when planning for the future - Setting and achieving SMART targets - Effective revision techniques and strategies - Options post-16 and pathways - Application processes, including CVs, personal statements and interview technique - Maximising employability, including managing online presence and taking opportunities to broaden experience - Rights , responsibilities and challenges in relation to working part time whilst studying - Managing work/life balance 	1, 4	Spring
Parents Evening	Post 16 Providers	Post 16 providers attend Parents Evening to support students with their post 16 destination. A Post 16 afternoon is held where students are invited to come and speak to each Post 16 school or college for advice before closing date of applications	3, 4, 7	Autumn

Careers Interactions

To date, in the current academic year, we have had external providers from a wide range of industries, colleges and universities. See the appendices for information.



Work Experience:

In collaboration with our enterprise advisors and colleagues at NYBEP, we use student surveys, Compass+ as well as information gathered by form tutors and our Careers Advisor from individual pupil appointments, to find links with local businesses and providers in areas in which students have a real and invested interest. With our employers, students complete industry-specific projects, dummy job applications and mock interviews, as well as completing employability workshops. Whilst on trips, students also spend time within settings with employers, having a meaningful, well-structured and informative experience. In this way, we are able to provide students with equality of opportunity and ensure a bespoke and meaningful experience for our students.

Mock Interviews:

Local employers are invited to school to carry out mock interviews with Year 10 students. Each employer has a set of generic questions which may be asked in a real-life interview. For example, what are your strengths? What

are your ambitions? Do you have a long-term goal? Following the interview, each student is given written feedback from the employer which can be used as a supportive guide to developing interview techniques.

Exploring Pathways and Raising Aspirations:

Year 11 students, and parents and carers, are invited to meet a wide range of post-16 providers at the Afternoon Tea. Post 16 providers are also invited to the Year 11 Parents Evening to support with advice following meetings with parents and carers and to engage parents and carers in discussion about future pathways for their children. Post-16 providers are also invited to our annual careers fair, with all year groups accessing their services.

Careers Fair:

Year 7-10 students attend a careers fair at which there are a range of local employers as well as post-16 providers and universities. Students have the opportunity to speak to all the different providers, asking questions and finding out about possible career pathways they might be interested in taking, as well as the character traits and skills most valued by employers.

Trading game:

Year 8 students take part in a trading game led by NYBEP, in which they use fictional Labour Market Information and current affairs to inform decisions around the buying and selling of shares. The aim is for their team to have earned the most money - last year's winning team earned £364,000!



Workplace visits:

For students with particular interests, small groups are given bespoke opportunities to meet employers or go on workplace visits. For example, a group of Year 7, 8 and 9 students met with The Light Vehicle Motor Repair Centre, a group of Year 10s went for a site visit at GEM Construction, and a bespoke visit to Flamingo Land to find out about how professions such as plumber and electrician are utilised.



Inclusive Careers Provision

At Millthorpe, we are committed to treating all students with equity and to seeking equal opportunities for all. Individual students have their needs met and are encouraged to develop life skills and confidence in order to be able to thrive both at school and beyond.

In order to ensure inclusivity, pupils with SEND are offered additional appointments with our in-school careers advisor at Year 10 and 11. They also receive enhanced transition support in order to prepare for their next-steps in post-16 education. This may include additional visits to a particular setting, and/or pastoral support during these visits. Students with SEND are also given the opportunity to have more individualised interactions with employers, rather than attending a busy careers fair for example.

We have high expectations of all young people at Millthorpe and we use our Pupil Premium funding to raise the attainment and future life chances of financially disadvantaged students of all abilities. We strive to close the attainment gap between Pupil Premium students and their peers and we endeavour to narrow social, economic and cultural gaps that may have a negative impact on students' learning so that all students can enjoy a more rewarding experience of school life and can achieve their potential.

One of our key priorities for Pupil Premium support is enhancing students' cultural capital. We ensure this by increasing PP extra-curricular and super curricular provision, for example after-school clubs, trips, and also visitors into school. In the delivery of the careers programme, we ensure that Pupil Premium students are given access to a wide variety of high-quality employers and careers-related experiences both off and on-site. Financial support is provided for any additional costs.

Raising Aspirations



Independent and State Schools Partnership

At Millthorpe we engage with ISSP in an equal partnership of twelve secondary schools, nine state/academy schools and three independent schools, to explore possible shared activities. Gifted and talented students are invited to participate in master classes across the city providing academic challenge which schools cannot provide alone.

Our talented students in Year 7 and 8 are invited to a termly lecture series, whilst our Year 8 and 9 gifted mathematicians are invited to join a Maths Excellence Club, both with the support of the University of York. Latin and Astronomy GCSE is offered to Year 10 and 11 students and some of our Business students participate in a Business and Enterprise project engaging with local business owners. Students are also extended invites for summer schools in Y7&8 and for Years 9 and 10.



Partnership with York St. John University

Bespoke visits for PP students are arranged as part of a partnership developed with York St John University. The aim of these is to inspire and motivate students who may not think University may be a pathway for them. Activities include Campus TOurS, transferable skills workshops, post 16 destinations and choices, student life workshops, and student finance and budgeting

'Old Millthorpians'

At Millthorpe, we run an ongoing alumni project for 'Old Millthorpians', ex-pupils who once attended Millthorpe, Mill Mount or Nunthorpe School. We ask them all about their experience of school, their favourite and least favourite subjects when they were here, as well as the pathways they took in order to arrive at the career in which they currently work. In addition, we have a blue plaque scheme, focusing on a range of Old Millthorpians who have gone on to more prominent roles within society, such as Vince Cable MP. We also will be inviting members of alumni to return to Millthorpe and take part in a variety of careers-related activities, such as assemblies, lunches with target students as well as workshops.

The aim of the programme is to raise aspirations, and show current Millthorpe students some of the wide and varied possibilities for their own careers.



	METHOD OF EVALUATION
Compass+	<ul style="list-style-type: none"> - Year 7: starting secondary school questionnaire - Year 9: transition from KS3 questionnaire - Year 10 and 11: careers knowledge and skills questionnaire - Compass + termly evaluation
Student surveys	<ul style="list-style-type: none"> - Year 10 experience of the workplace survey - Careers Advisor QA survey - Careers fair feedback survey
Student voice	<ul style="list-style-type: none"> - Pupil action groups - Form tutor 1:1 discussions
Staff voice	<ul style="list-style-type: none"> - Feedback after all careers events eg. fairs, mock interviews, external provider visits

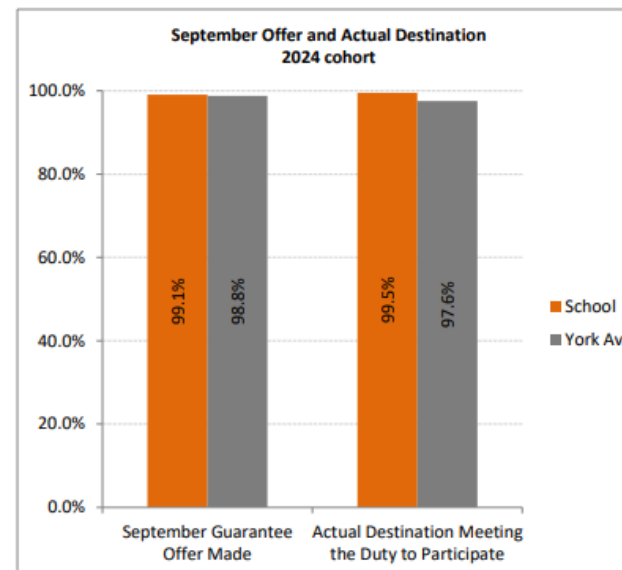
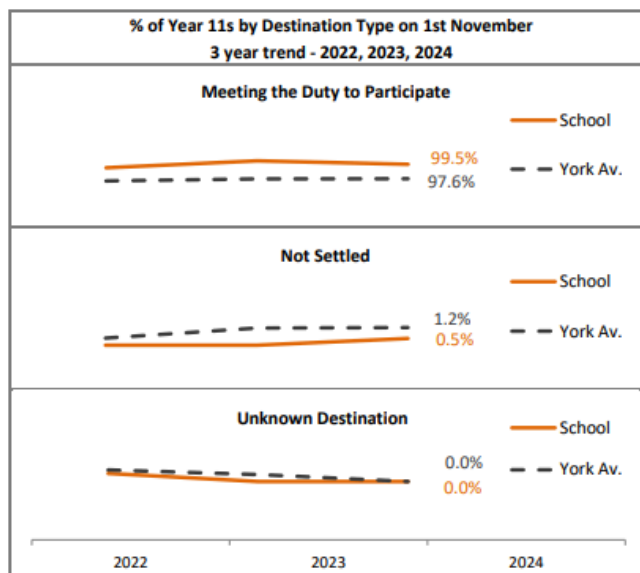
	and assemblies
Parent feedback	- Parent survey in Summer term
Employer feedback	- Employer surveys after all interactions with students
Learning walks	<ul style="list-style-type: none"> - Learning walks of careers-related PD lessons - Careers in the curriculum - learning walk of the school environment and visibility of careers
Book monitoring	- Termly book monitoring linked to PD learning walks
Destination data analysis	<ul style="list-style-type: none"> - Regular monitoring of students at risk of NEET and subsequent action planning - Annual destination data analysis and subsequent action plans

Destination Data 2024

Every year we are sent destination data from the City of York council. This information is requested by the Department for Education but shared with schools as well. The latest data we have is for the cohort of students who left in June 2024. The data tells us which education, training or apprenticeship setting each student moved on to once they left Millthorpe School. We can use this information to evaluate our careers programme and ensure that we are providing the best careers advice and opportunities for our students.

Millthorpe Destination Overview

Millthorpe School



Millthorpe Destination Breakdown 2024

	Boys		Girls		Total	
Destination	No.	%	No.	%	No.	%
<i>Total number of students surveyed</i>	113	100%	97	100%	210	99.5%
Meeting the duty to participate	113	99.1%	97	100%	210	99.5%
Full Time Education	108	94.7%	96	99.0%	204	96.7%
Further Education College	79	69.3%	67	69.1%	146	69.2%
School Sixth Form	29	25.4%	28	28.9%	57	27%
Other Post-16 Education	0	0%	1	1.0%	1	0.5%

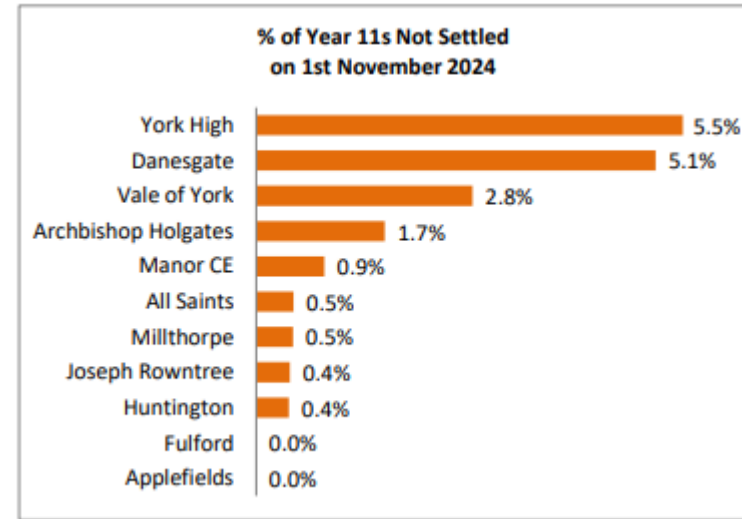
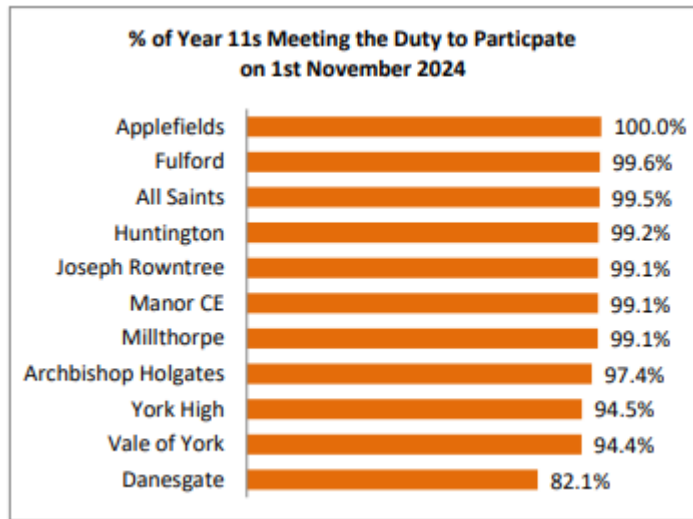
	Boys		Girls		Total	
Destination	No.	%	No.	%	No.	%
Apprenticeship						
Apprenticeship	4	3.5%	1	1.0%	5	2.4%
Employment with study						
Full-time employment with study	0	0%	0	0%	0	0%

Millthorpe Destination Data trend analysis

	Boys		Girls		Total	
Millthorpe students meeting the duty to participate	No.	%	No.	%	No.	%
2020	103	98.1%	93	95.9%	196	97.0%
2021	97	99.0%	105	100%	202	99.5%
2022	112	99.1%	98	99.0%	210	99.1%
2023	109	100%	101	100%	210	100%
2024	113	99.1%	97	100%	210	99.5%

Comparing the local context

	Millthorpe		CYC	
Students meeting the duty to participate	No.	%	No.	%
2020	196	97.0%	1954	97.3%
2021	202	99.5%	1798	96.4%
2022	210	99.1%	1865	97.9%
2023	210	100%	1945	97.5%
2024	210	99.5%	97.6%	97.6%



Appendices

Appendix A:

The eight Gatsby Benchmarks are:

Gatsby 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 pupils, parents, teachers and employers.
Gatsby 2	Learning from career and LMI	Every pupil, 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.
Gatsby 3	Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
Gatsby 4	Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
Gatsby 5	Encounters with employers and employees	Every pupil 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.
Gatsby 6	Experiences of workplaces	Every pupil 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.
Gatsby 7	Encounters with further and higher education	All pupils 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.
Gatsby 8	Personal guidance	Every pupil should have opportunities for guidance interviews with a careers 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 pupils but should be timed to meet their individual needs.

Appendix B:

External providers who engaged with Millthorpe students in the last academic year (2023-2024)

<ul style="list-style-type: none"> • York College • York St John University • Askham Bryan College • Army • Army Careers Office • York NHS (midwifery, nursing, radiology, work experience) • All Saints School • Derwent Training • NYBEP • ASK - Apprenticeships Support & Knowledge • University of York • Government Statistics (DEFRA) • Network Rail • Fulford School • Siemens • Police • Hiscox • Nestle • Strategic Town Planning - York City Council 	<ul style="list-style-type: none"> • St Peter's School • Transpennine Route Upgrade, East • Network Rail • John Sisk • Mott Macdonald • Indigo Green • Transpennine Route Upgrade • SYSTRA • Alstrom Engineering • British Library • Aviva • DEFRA • Benenden Health • GMI Construction • Romanian League for the Defence of Animals (ROLDA) • Vectorworks • Middlethorpe Hall • Amey • National Trust • Hentons
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