Outcomes First Group.

Careers Overview

Dibden Park School

Careers and Employability Overview – Dibden Park

Mandatory Requirements

Impartial Careers Lead:

Dibden Park have the support of impartial advisor, Stanley Flaherty. Stan is an apprentice Level 6 advisor. Stanley will see all students from Year 7 to Year 11 for 1:1 session in compliance to the CDI Careers Standard. All students will receive a comprehensive impartial report detailing the voice of the student within careers and their next steps.

Dibden Park has a Careers Leader onsite, Hannah Tinkler. Hannah is completing her Level 6 Careers Leader Training. Hannah will meet all students from Year 7 to Year 11 to support with Post -16 transition and Career Goals. Hannah is also responsible for monitoring and developing the Careers Curriculum at Diben Park.

3 Year Plan (Student):

To enable continuation of care, the careers plan for the students within Dibden Park School will span 3 years from 16-18. This complies with the government leaving age for education and ensures there is a clear accessible pathway for all students. Pre-planning the potential steps of the student across the years, has been shown to support in reducing NEET figures and providing the best outcome for the student.

Student Destination Data:

Dibden Park School will map its destination data in September, December and February annually. The data will be analysed by the school to highlight and trends within destinations, and ensure support is offered where needed to students at risk of becoming NEET. Care is taken to ensure the further education setting selected holds the appropriate level of support for the student to prevent NEET.

Work Experience:

Dibden Park School will offer external work experience (where appropriate) to students based on their personal areas of interest. The school also has access to a recognised virtual work experience, which exposes students to roles such as CEO, Marketing, Finance and HR. The virtual experience is open to all students from year 7 to ensure early exposure and closes the gap for young people in which external work experience is not appropriate.

Guest Speakers:

Under the new guidance, Dibden School will expose students to a minimum of 2 encounters with providers of next step provision each year. This exposes the students to a range of opportunities to ensure they can make an informed choice.

2 Year Plan (School):

The schools careers action planning works within a 2-year plan of the current and future. The curriculum plan is mapped to ensure compliance with the Gatsby Benchmarks and allows for active reflection and highlighting areas of improvement. Dibden Park School has opted into a higher program of careers education and as such has a clear program of improvement and increase of careers exposure.

Careers Curriculum

Year 4	**Dreams and Ambitions** Pupils build on their understanding of personal strengths and skills, exploring how these can shape future aspirations. They learn from inspiring individuals who have overcome challenges to achieve their goals, while recognising that setbacks and failure are a normal part of life. Through reflection and discussion, pupils explore their own hopes and ambitions, both career-related and personal, and develop resilience and confidence in working towards them.
Year 5	**Rights and Responsibilities** Pupils develop an understanding of British Values, including democracy, individual liberty, and freedom of speech. They explore how these values influence life in school and society, including opportunities to participate in decision-making through the school council. Pupils also consider issues affecting their local community and the wider world, encouraging active citizenship and responsible participation.
Year 6	**Hopes and Fears** Pupils explore their hopes and aspirations for the future, reflecting on how their dreams and ambitions may change over time. Through age-appropriate scenarios about the journey from childhood to adulthood, they consider the opportunities and challenges that come with growing up. Pupils also examine feelings such as hope and disappointment and develop an understanding of motivation, learning strategies to help them set goals and stay motivated.
Year 7	**Independence** Pupils develop an understanding of what a career is and explore the factors involved in making realistic and safe choices for the future as they become more independent. They revisit the importance of trusted relationships at home and within their support networks, considering who can help them make decisions and stay safe. Pupils also begin to develop basic financial awareness, learning key skills for managing money responsibly.
Year 8	**Equality and Careers** Pupils explore the importance of equality, diversity, and inclusion in education, employment, and wider society. They develop an understanding of the Equality Act 2010 and how it helps protect people from discrimination in the workplace and beyond. Through learning about LGBT+, disabled, and ethnically diverse role models, pupils recognise how barriers can be overcome and aspirations achieved. They also examine the impact of stereotypes, prejudice, racism, and misogyny on opportunities and career choices, developing respect for different perspectives and an appreciation of inclusive workplaces where everyone can contribute and succeed.
Year 9	**Resilience** Pupils develop the skills and confidence needed to overcome challenges and setbacks, both in everyday life and as they prepare for future education and employment. They explore practical strategies for building resilience, motivation, and assertiveness, while considering personal barriers and learning from the experiences of others who have successfully overcome difficulties. Pupils also examine how social media can create unrealistic expectations and impact mental wellbeing, helping them develop a realistic, positive mindset that supports future aspirations and career success.
Year 10	**The World of Work** Pupils explore the changing world of work and the range of pathways available after secondary education, including further education, apprenticeships, and employment. They develop an understanding of different career sectors, local labour market opportunities, and the skills, qualities, and qualifications valued by employers. Pupils reflect on their own strengths, interests, and aspirations to help inform future decisions, while gaining practical experience of recruitment and employability skills, including CV writing, applications, interviews, and workplace expectations, preparing them for successful transitions into further learning and employment.
Year 11	**Careers and the World of Work** Pupils deepen their understanding of post-16 pathways, including further education, apprenticeships, training, and employment, and explore how qualifications can support long-term career progression. They learn to use labour market information to compare opportunities and make informed decisions about their futures. Pupils develop an understanding of employment rights, responsibilities, professional behaviour, and independence, while building practical employability skills through applications, interviews, personal statements, and the creation of a portfolio that showcases their strengths, achievements, and readiness for their next steps.