

Programme Structure and Overview

Careers Learning Through Personal Development and Curriculum (Years 7–11)

Glossopdale School delivers a carefully sequenced Personal Development (PD) curriculum that integrates careers learning across all year groups. The programme is built on the PSHE Association Programme Builder, aligned with the CDI Career Development Framework, and mapped to the Gatsby Benchmarks.

The PD strand ensures every student develops self-awareness, understands pathways, and builds the employability and decision-making skills required for successful transitions to post-16 education, training, or employment.

Careers learning is delivered through weekly PD lessons, tutor time, and key enrichment events such as Futures Week and (in future) THRIVE Days, supported by employer encounters and curriculum-linked activities. This ensures every student experiences careers learning that is progressive, inclusive, and relevant to their stage of education.

The following structured programme illustrates how students develop careers knowledge and employability skills progressively from Year 7 to Year 11.

Year-by-Year Careers Curriculum Overview

Year Group	Theme / Focus	Key Learning Content	Intended Learning Outcomes	Linked Gatsby Benchmarks
Year 7 – Developing Skills and Aspirations	Careers, teamwork, enterprise skills, and raising aspirations	Understanding enterprising skills (communication, teamwork, creativity, leadership); exploring a range of careers; challenging stereotypes; linking values to career choices	Students recognise their strengths, link them to possible careers, and begin to articulate future aspirations.	1, 2, 3, 4

Year 8 – Community and Careers	Equality of opportunity and different types of work	Exploring equality in work and life; challenging discrimination and stereotypes; learning about employment, self-employment, and voluntary work; setting aspirational goals	Students understand equality in work, identify patterns of employment, and challenge limiting expectations.	1, 2, 3, 4
Year 9 – Setting Goals	Learning strengths, career options, and goal setting (GCSE options process)	Understanding transferable skills; managing feelings about the future; setting realistic goals; understanding post-16 pathways and decision-making	Students make confident GCSE option choices, balancing aspiration with realism, and understand career pathways.	1, 2, 3, 4, 8
Year 9 – Employability Skills and Online Presence	Employability and managing online identity	Exploring employment rights and responsibilities; enterprise and employability skills; constructive feedback; managing personal brand online; building progress strategies	Students understand employability skills, workplace rights, and how to manage their digital footprint positively.	1, 2, 3, 4, 5
Year 10 – Work Experience and Readiness for Work	Preparation for and evaluation of work experience and readiness for employment	Evaluating strengths; exploring learning and work opportunities; overcoming challenges; rights and responsibilities; workplace conduct and health & safety; building online reputation	Students demonstrate work readiness and understand employer expectations; reflect on skills and plan development goals.	1, 3, 5, 6, 7, 8

Year 11 – Next Steps	Application processes and skills for further education, employment, and progression	Using feedback constructively; setting SMART targets; application and interview skills; CV and personal statements; exploring post-16 routes and resilience through transition	Students are confident in applications and interviews, prepared for transition, and aware of FE, HE, and training options.	1, 3, 4, 7, 8
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