



BOURNE

FUTURES

Strategic Careers Plan Summary
2026 - 2029

Our Vision



Preparing every student for a successful future

- Careers education is part of our ASPIRE ethos
(Ambitious, Self-Confident, Physically Literate, Independent, Resilient & Emotionally Literate)
- We help students **understand their options, raise aspirations** and **build confidence**
- Careers learning is embedded across lessons, enrichment, trips and ASPIRE Days
- Our programme follows national best practice, including the **Gatsby Benchmarks** and **CDI Framework**
- We aim to prepare students for jobs that may not yet exist.

Why Careers Education matters here

We serve a diverse community including:

- High numbers of disadvantaged students
- Students with SEND
- Young carers and vulnerable learners
- Many students may not have access to careers networks outside school

Strong careers education:

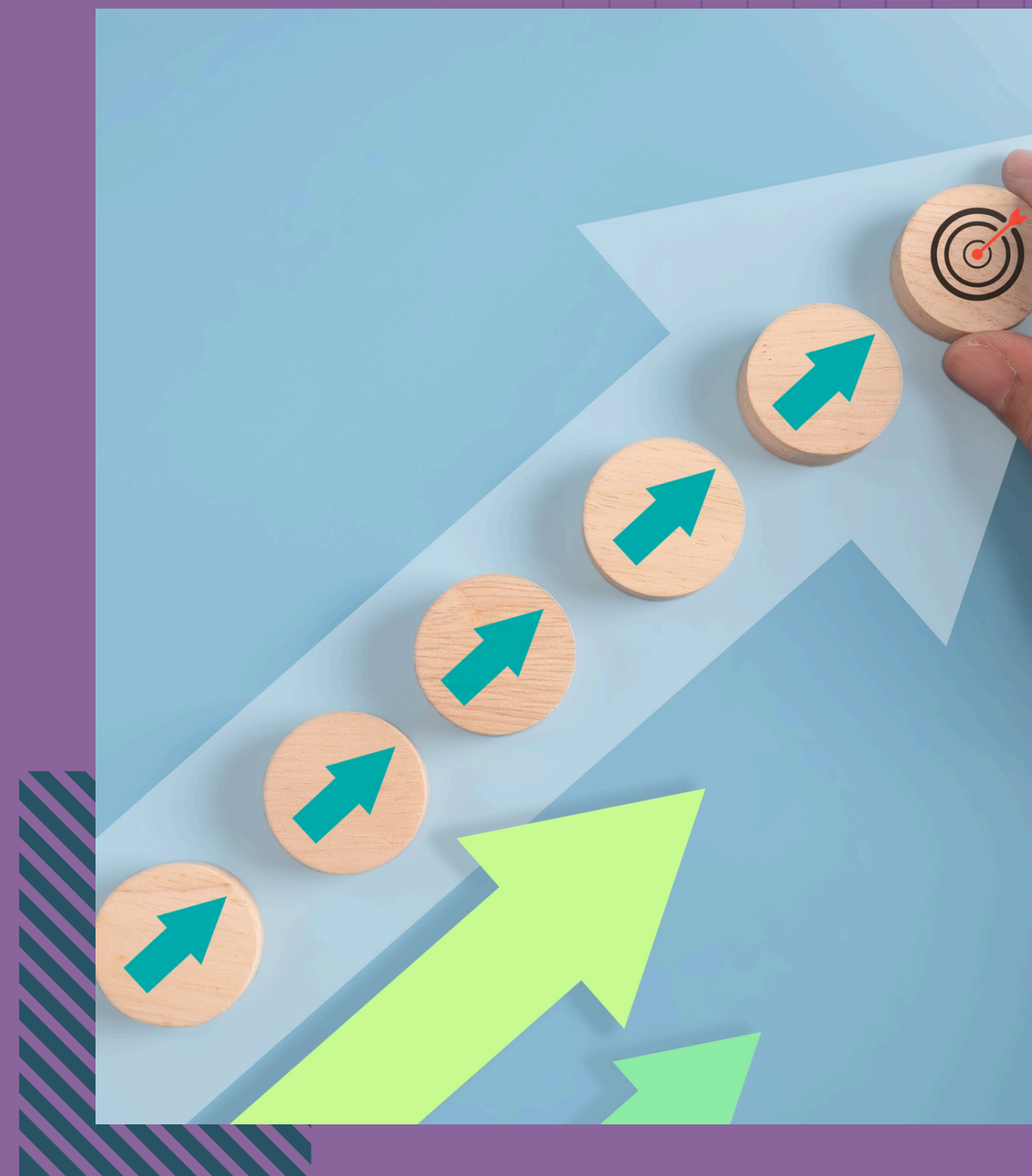
- Is tailored for every individual student
- Broadens horizons
- Supports informed choices
- Reduces the risk of students becoming Not in Education, Employment or Training (NEET) in the future



Our Key Priorities

Over the next three years our careers education will focus on:

1. **Stronger communication with parents and carers**
 - Clear information, events and guidance at key decision points
2. **Personalised support for every student**
 - Using data to target support where it's needed most
3. **Careers linked to learning**
 - Showing how school subjects connect to real jobs
4. **Stronger employer relationships and engagement**
 - Increased meaningful contact with employers, colleges and universities
5. **High-quality work experience for all**
 - A minimum of 10 days across secondary school (and a further 5 days for those staying on to sixth form).

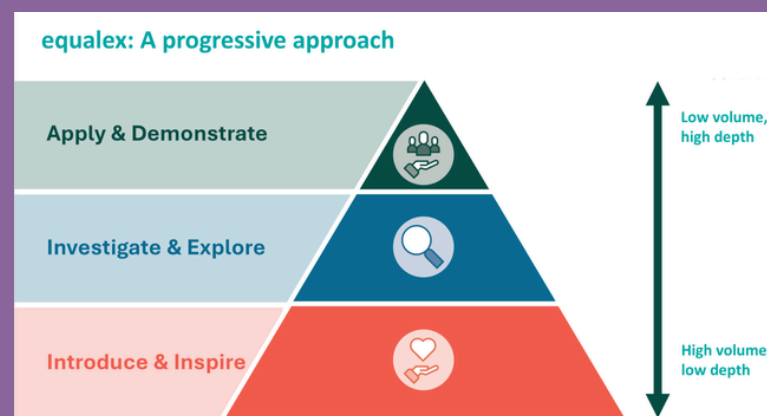


What students will experience:



Encounters

Careers lessons, assemblies and workshops employers, apprenticeship providers, colleges and universities every year



Progressive work experience

Utilising the Equalex Framework:

- KS3: workplace skills and employer projects
- KS4 & KS5: meaningful, reflective placements



Support with options

- GCSE and post-16 choices
- Post-18 pathways (university, apprenticeships, employment)



Personalised support

1:1 Careers Guidance with qualified Careers Advisers



Working Together for Success

Parents, students and school as partners



Parents and carers are key influencers in career decision-making

We will provide:

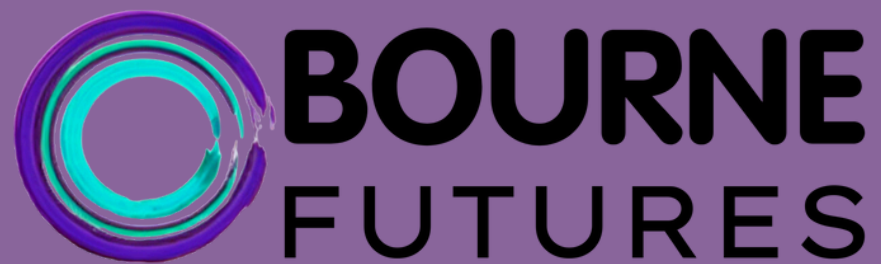
- Online resources and recorded assemblies
- Opportunities to attend information sessions at key stages
- Copies of your child's careers action plan
- Opportunities to ask questions and give feedback



Student participation

We encourage students to:

- Take part in activities
- Reflect on skills and experiences
- Aim high and explore all pathways
- Fully utilise their access to UniFrog



"Don't wish you had what others have. ASPIRE for your future!" (The Bourne Academy Student Council)

"Education opens doors; ambition walks through them" (The Bourne Academy Student Council)

Together, we empower students to **ASPIRE and achieve** their future goals

"My vision for good careers education is that it links learning to careers, raises aspirations and opens doors to opportunities. As we prepare our students for jobs that may not yet exist, we must give them the skills and adaptability to face their futures with confidence" (Caroline Foster, Link Governor for Careers Education at The Bourne Academy)

"YOUR future, YOUR choice" (The Bourne Academy Student Council)

"Our vision is that careers education should empower every student to be ambitious and self-confident, with a clear understanding of their strengths and the wide range of pathways available to them. We aim to develop independent, resilient learners who are physically and emotionally literate, equipped with the skills, mindset, and adaptability needed to thrive in an ever-changing world of work. Through meaningful guidance, real-world experiences, and high expectations, we prepare our students not just for their next step, but for lifelong success" (Ashley St John, Vice Principal at The Bourne Academy)