

Oldbury Wells School Careers Programme

2025-2026



Our Careers and Enterprise programme aims to bridge the gap between education and work.

It is underpinned by the belief that young people should be given the best support available to develop their careers and to make informed choices about education and employment. It is creating lasting links between the school and employers and enabling senior figures from the local business community – Enterprise Advisers – to help enhance schools' careers advice and prepare young people for the future.

Careers Advice

Oldbury Wells School has its own dedicated Careers Adviser, Melanie Lawrence (Post grad dip QCG). Melanie is in school one day per week, usually Wednesdays. Appointments are available during lesson time and are allocated by our pastoral staff. All appointments take place in a dedicated meeting room next to the Sixth Form study centre.

Careers Interviews

Pupils who would like an appointment, should see Mr Cowburn, Head of year 10&11 or Mrs Bishell Assistant Headteacher/Head of Sixth Form. Alternatively, please either email Mel on M.lawrence@oldburywells.com or see her in the Careers room next to the library to arrange an appointment. Pupils can follow Melanie on twitter at [@melcareers](https://twitter.com/melcareers) for up to date local and national careers information.

Careers Education – All students

We are now also working with Dr Jane Yardley, who is our school Enterprise Adviser. Jane, an alumna of Oldbury Wells, is a leading research fellow for Harper Adams University. She works with business to support innovation and develop business ideas, products and services. She has developed and run regional business networks working with many businesses across the Marches and Worcestershire. Her main focus is environmental technology and services as well as strengths in marketing, engagement and delivery strategies. Jane is volunteering her time to help Oldbury Wells School to help support the development of careers education.

Careers in the Curriculum

All teachers at Oldbury Wells School link curriculum learning with careers through their Schemes of Work. This leads to relevant links being made both through teaching points in lessons and through displays in the classroom. Careers are highlighted throughout all IAG (Information and Guidance) opportunities and are talked about during the Options process, Work Experience choices and Post 16 & 18 IAG. In year 11 subject leads deliver assemblies which highlight higher education and careers opportunities linked with their area of the curriculum.

Unifrog

Oldbury Wells School provides careers education and opportunities for all students. As a school we have invested in and use Unifrog (<http://www.unifrog.org>) which is an online careers platform that brings all the available information young people in academic years 7-13 might need to make informed choices about their future. Unifrog also supports young people in submitting the strongest possible applications be that to UCAS, Colleges or Apprenticeships. Careers Education is an integral part of Personal, Social and Health Education and tutor

periods. Form tutors use Unifrog and LMI from the Marches Career Hub to support students with their exploration of future opportunities and careers.

Weekly Careers Talks

From September 2025 we continue to hold weekly careers talks. These will be from a range of organisations providing recorded and live virtual talks. Students in years 7-11 have the opportunity to attend talks which match their interests and evaluate the talks during tutor time. Students will be notified by their form tutor about these talks and how to sign up.

National Celebration Focus

National Manufacturing Week

Design and technology pupils and a cross-school group will visit local employer Bridgnorth Aluminium to celebrate Manufacturing in the UK.

National Careers Week

Whole school focus through PSHE and competition on Careers.

National Apprenticeship Week

Whole school careers talk from alumni. This features Capgemini, Mott Macdonald and The National Highways Agency.

Y10 In school project delivered by Incomms.

Higher Education

Y10 Chester University visit.

Y7-9 in school career talks from Wrexham University.

Careers Programme

The careers education programme is delivered through PSHE and Tutor Time at Oldbury Wells.

The G after each activity refers to a **Gatsby Benchmark**. These are:

1. A Stable Careers Programme
2. Learning from Career and Labour Market Information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with Employers and Employees
6. Experiences of Workplaces
7. Encounters with further and higher education
8. Personal Guidance.

Year 7 Core Aim: Develop an Understanding of Careers

Assemblies and in form presentations will help students to start thinking about their future, including which qualifications are needed for which careers, the importance of EBacc subjects (English, Maths, Science, Computing, Languages, History and Geography) and thinking about University and Apprenticeships. (G2&G4)

Unifrog – Form time

Students in year 7 will have the opportunity to use Unifrog's online resources, such as the Interests and Personality Profiles, to start the process of thinking about what they would like to do. Students will receive taught sessions on skills and start to record CV building activities through Unifrog. (G2&3)

Visits - All

- Local employer - RAF Cosford (G5)
- In school talk from BAE Systems (G5)
- History trip to Warwick Castle – part of Merlin Entertainment Group. Task on job roles (G5)
- Harry Potter studios trip – task on career routes (G5)

Year 8 Core Aim: Developing Employability Skills and Competencies

Unifrog - PSHE

Year 8 will use Unifrog to start to research future pathways and identify the skills and competencies they need to develop to achieve their goals. The focus of the taught careers sessions for Year 8 will be around exploring options and developing an understanding of CV's and how to apply for opportunities. (G3&2)

Assemblies include:

- Department for Work and Pensions: Apprenticeships (G5&2)
- Higher Education assemblies/talks (G4&7)

Visits - All

Year 8 will have an opportunity to visit a workplace as part of the History visit to the Black Country Living Museum – a major tourist destination in the West Midlands. (G5&6)

During Yr7 & Yr8: Students will have the opportunity to take part in a careers related competition which will be completed through homework. The task set will be designed to encourage the students to start thinking about their futures and the steps they need to take to achieve their goals. Linked to 'See it, Be it' – Green jobs (G2&4)

Year 9 Core Aim: Understanding Success and Choosing Options

Students are supported in choosing their option subjects, so they complement any career they might choose to follow in the future.

IAG (Information and Guidance)

There is a year 9 Options Evening and a number of Options Assemblies, delivered by subject staff.

SEND students will receive an early careers interview and our Careers Advisor attends the SEND annual reviews with parents. (G3&8)

Unifrog - PSHE

The focus will be on developing the students understanding of success and how this is achieved. Students will use on-line Careers resources during this process, Unifrog's interests, skills and future sessions will be used. (G3)

Assemblies include:

- Department for Work and Pensions: The Civil Service (G5)
- Higher Education assemblies/talks (G4 & G7)
- Struggle to succeed – career talk (G5)

Visit - All

Local employer/apprenticeship provider (G5/G7)

Visit - Selected

Royal Academy of Engineering – Girls (G4&G5)

Year 10 Core Aim: Learning about the Labour Market & Work Experience

Unifrog - PSHE & Form Time

Year 10 students have careers focus in PSHE lessons and these sessions will utilise Unifrog to support students in developing an understanding of the local labour market, researching job sectors, relevant careers websites, how to look for and apply for jobs, college/sixth form places and CV/cover letter writing. Some year 10 students will have the opportunity to visit a local university. There will be several careers talks in assembly. Melanie Lawrence starts Careers Interviews with students in the summer term to discuss options after year 11. In the last week of the summer term year 10 will complete a week of work experience and throughout the year the activities completed will be around supporting students to identify and gain suitable work experience placements. (G8&G6)

Assemblies include:

Department for Work and Pensions: How to make work experience a success (G5&G6)

Visit - All

- West Midlands Safari Park rewards trip features career talk from park rangers on Zoology and related career paths (G5)
- Incomms engineering apprenticeship challenge (G7)

Visits - Selected

- Bridgnorth Aluminium a local employer tour and careers focussed day. D&T pupils (G5)

- University of Chester (G7)
- AICO Business Studies visit (G5)
- Trip to the Institut Français (G4)

All take part in Work Experience placements.

Year 11 Core Aim: Developing the Skills Required for Successful Post-16 Applications

Students are supported in applying for local colleges, apprenticeships and places at 6th form. Students will complete work in form time to assist this process.

Unifrog – Form Time

Unifrog will be used to support students in the identification of and application for suitable post-16 education, employment or training. (G3)

IAG (Information & Guidance)

There is a Post-16 Careers Evening for students and parents and a PSHE lesson dedicated to giving students independent advice. All year 11 students will have a careers interview with our independent careers adviser, Melanie Lawrence. (G3&G8)

All students will be encouraged to discuss with form tutors subject choices and career aspirations. (G3&G8)

All students are invited to our Post-16 Pathways evening where all local providers are invited (G7)

Assemblies include:

- Department for Work and Pensions: LMI & jobs (G2)
- Speakers from local post-16 providers (G7)

Visits - All

There is a trip to the Apprenticeship Show and What Careers Live at the NEC which students can choose to attend if they wish. (G7&5)

Visits – Selected

Some Year 11 students will have the opportunity to visit local employers. (G3&G5)

Measure and Assess the Impact of the Careers Provision

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(1) Published data: The Department for Education publishes a range of data on pupil destinations at 16 and 18 and we compare our school locally, and to all schools in England.

(2) Evaluating activities: We will try to evaluate the success of each activity by asking our students for feedback on the impact of the activity. We also invite feedback from parents via our careers@oldburywells.com e-mail address which can be found on our website and newsletter.

The Careers Programme will be reviewed in June 2026.

Contacts

Our Careers Lead in school is Mrs April Bishell: April.Bishell@oldburywells.com or telephone 01746 765454

The SLG link is Mr Tom Williams, Deputy Head: Tom.Williams2@oldburywells.com