The Bridge Trust
Keystone

Careers Programme Statement



Pride
Passion
Partnership
Professionalism
Positivity

Introduction

At Keystone, we are committed to ensuring that every pupil is prepared for the opportunities, responsibilities and experiences of adult life. High-quality careers education, information, advice and guidance (CEIAG) supports pupils to develop aspirations, understand the range of pathways available to them and make informed decisions about further education, training, employment and adult life.

Our careers programme is ambitious, personalised and accessible. It takes account of pupils' individual strengths, interests, communication needs, aspirations and Education, Health and Care Plan outcomes. Careers learning is adapted for our predominantly autistic cohort and is closely linked to Preparation for Adulthood, independence and successful transition beyond school.

The school's Careers Lead is:

Elliot Blackmore
Headteacher / Careers Lead
Tel: (0)20 7619 1000 (Option 3)
Email: elliot.blackmore@thebridgetrust.academy

Summary of our careers programme

Our careers programme is based on the updated Gatsby Benchmarks of Good Career Guidance and is delivered through a planned programme from Key Stage 3 onwards. Careers is taught as a regular part of the weekly curriculum and is reinforced through Preparation for Adulthood (PFA), curriculum subjects, annual reviews, provider encounters and transition planning. The programme reflects the Department for Education's statutory guidance on careers guidance and access for education and training providers.

The eight Gatsby Benchmarks 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

Our careers curriculum is adapted to meet pupils' cognitive, communication, sensory, social, emotional and learning needs. Preparation for Adulthood is a distinct area of the curriculum and develops employment, independent living, community participation and health-related outcomes. Careers education complements this by helping pupils understand future pathways, develop employability skills and make informed choices about their next steps.

Parents, carers and external partners are recognised as essential partners in supporting pupils to achieve their aspirations and access meaningful pathways beyond school.

Information about the careers programme is available to pupils, parents, carers, employers and other stakeholders through the school. Further information can be requested from the Careers Lead.

Access for Education and training providers

Keystone ensures that pupils have opportunities to learn about a range of education and training pathways, including further education colleges, specialist and mainstream post-16 provision, independent training providers, apprenticeships, supported internships and employment opportunities, where appropriate to their needs and aspirations. Following the June 2026 Gatsby evaluation, increasing meaningful encounters with the full range of post-16 pathways is a specific development priority for 2026-27.

Education and training providers wishing to request access to pupils should contact the Careers Leader using the details above. Full details can be found within the school's Provider Access Policy.

Personalisation and Careers Passport

During 2026-27, the school is strengthening individual careers recording so that each pupil has a clear record of their interests and aspirations, careers learning, employer and provider encounters, workplace experiences, guidance received, transition actions and intended or confirmed destination. A Careers Passport will support this process and help the school to track participation and respond to the needs of each pupil over time.

Personal Guidance

Keystone recognises personal careers guidance as a key development priority for 2026-27. The June 2026 Gatsby evaluation identified Benchmark 8 as an area requiring further development. During 2026-27, the school is strengthening its arrangements so that pupils, particularly those approaching significant transition points, receive appropriately timed independent and impartial personal guidance from a suitably qualified careers adviser. This is complemented by personalised transition planning, EHCP annual reviews, pupil and family discussions and individual destination planning. Year 11 pupils are prioritised for personalised guidance to support informed applications and successful transition into suitable post-16 education, training, supported internships, apprenticeships or employment pathways.

Approval and review

The impact of the careers programme is evaluated through:

- Pupil voice, interviews and destination-focused discussions.
- Individual transition planning and annual review processes.
- Employer, provider and stakeholder feedback.
- Analysis of pupil destinations following their departure from school.
- Evaluation of work-related learning, work experience and community engagement activities.
- Monitoring participation in careers activities and Gatsby Benchmark achievement.
- Feedback from parents, carers and staff.

The school reviews its careers programme annually using pupil and parent voice, destination information, participation in careers activities, provider and employer feedback, and progress against the Gatsby Benchmarks.

The school undertakes formal Gatsby/Compass evaluation and reports the findings through its governance cycle. The June 2026 evaluation identified curriculum links, employer encounters and workplace experiences as established strengths, with development priorities relating to individual tracking and recording, broader post-16 provider encounters and personal guidance. Progress against these priorities will be reviewed during 2026-27.

Publication and Review

This statement will be reviewed annually as part of the school's careers and governance cycle.

For further information regarding careers education, guidance or provider engagement, please contact:

Elliot Blackmore
Headteacher / Careers Lead
elliot.blackmore@thebridgetrust.academy
(0)20 7619 1000 (Option 3)

Approval: Governing Body Headteacher: Elliot Blackmore Review date: September 2027