Farringtons Futures Careers Operational Plan 2025-2026

This programme is aligned to the Gatsby Benchmarks and the CDI Framework

The 8 Gatsby Benchmarks are:

- 1. A stable careers programme
- 2. Learning from careers and labour market information
- 3. Addressing the needs of each student
- 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

The headings of the Learning Outcomes from the CDI framework are:

Grow throughout life

Grow throughout life by learning and reflecting on yourself, your background, and your strengths.



Explore possibilities

Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.



Manage career

Manage your career actively, make the most of opportunities and learn from setbacks.



Create opportunities

Create opportunities by being proactive and building positive relationships with others.



Balance life and work

Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.



See the big picture

See the big picture by paying attention to how the economy, politics and society connect with your own life and career.



Activity	Provider	Length	Gatsby	CDI
Unifrog Pupils will sign up for the Unifrog platform and can work through the recommended activities	Unifrog	6/7x 15min sessions	1,2,3,4,5,7	Grow throughout life Manage
as well as keep a record of career and skills related activities in their lockers. Spiral curriculum followed in form time.				career
PSHE: Introduction to employment Pupils will: • Explore different careers and job sectors • Learn about stereotyping in particular industries • Explore apprenticeships • Teamwork and skills • Be introduced to the concept of interest as a reward for saving and cost of borrowing	Farringtons' teachers	2 lessons across the year	2,3	Explore possibilities Manage career See the big picture
National Apprenticeship Week House activity exploring apprenticeships All pupils watch The Big Assembly, hearing from current employers and employees	Farringtons' teachers	Throughout week	2,3,5,7	Balance life and work Explore possibilities
 National Careers Week Careers speaker event Activities in lessons during the week House activity exploring careers 	Farringtons' teachers	Throughout week	2,3,4	Grow throughout life Explore possibilities

Floreat	Floreat	2 hours per	3	Create
Pupils will develop their		week		opportunities
transferable skills and				Grow
explore opportunities as				throughout
part of the Floreat				life
Programme.				
Career focus in subjects	Subject	5–10-minute	2,3,4	Manage
Pupils will be shown	teachers	videos in lessons		career
short videos in class		with discussion		
from employees working				
in job roles and				
industries related to				
subjects.				

Activity	Provider	Length	Gatsby	CDI
PSHE Jobs and money Pupils will explore money as a reward for labour and will look at the best ways of managing their income and borrowing.	Farringtons' teachers	5 x 60 mins lessons	1	See the big picture
Unifrog Pupils will sign up for the Unifrog platform and can work through the recommended activities as well as keep a record of career and skills related activities in their lockers. Spiral curriculum followed in form time.	Unifrog	6/7x 15min sessions	1,2,3,4,5,7	Grow throughout life Explore possibilities
PSHE: Career stereotypes Pupils will explore different careers and potential stereotypes associated with these careers. These stereotypes will be	Farringtons' teachers	6x55 mins	2,3	Grow throughout life See the big picture

challenged in the lessons.				
National Apprenticeship Week House activity exploring apprenticeships All pupils watch The Big Assembly, hearing from current employers and employees.	Farringtons' teachers	Throughout week	2,3,5,7	Manage career Explore possibilities
National Careers Week Careers speaker event Activities in lessons during the week House activity exploring careers	Farringtons' teachers	Throughout week	2,3,4	Manage career Explore possibilities
Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme.	Floreat	2 hours per week	3	Grow throughout life Create opportunities
Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects.	Subject teachers	5–10-minute videos in lessons with discussion	2,3,4	Manage career

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PSHE: Money Management Pupils will further explore how to manage their money and spending habits, including looking at ethical consumerism and the dangers of gambling.	Farringtons' teachers	6 x 55 mins lessons	12245	See the big picture
Unifrog Pupils will sign up for the Unifrog platform and can work through the recommended activities as well as keep a record of career and skills related activities in their lockers. Spiral curriculum followed in form time.	Unifrog	6/7x 15min sessions	1,2,3,4,5, 7	Grow throughout life Manage career
PSHE: Entrepreneurs Pupils will learn what it means to be an entrepreneur and what a social enterprise is. Pupils will complete a research project into the background and achievements of their chosen entrepreneur and deliver a presentation.	Farringtons' teachers	6x55 mins		Explore possibilities Manage career Balance life and work
National Apprenticeship Week House activity exploring apprenticeships All pupils watch The Big Assembly, hearing from current employers and employees	Farringtons' teachers	Througho ut week	2,3,5,7	Manage career Explore possibilities
National Careers Week	Farringtons' teachers	Througho ut week	2,3,4	Manage career

 Activities in lessons during the week House activity exploring careers 				Explore Possibilities
Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme.	Floreat	2 hours per week	3	Grow throughout life Create opportunities
Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects.	Subject teachers	5–10- minute videos in lessons with discussion	2,3,4	Manage career
GCSE options evening Pupils will receive advice and guidance from subject teachers about their options and the types of careers these may be useful for.	Farringtons School	Evening	3,7,8	Grow throughout life

Activity	Provider	Length	Gatsby	CDI
PSHE: Step into the NHS	Farringtons'	5 x 55	2,3,5	Manage career
In the context of finding	teachers	mins		
out more about working		lessons		Explore
for the NHS pupils will	NHS			possibilities
think about; their				
employability skills, what they look for in a job				
and the importance of				
jobs that help others.				
Unifrog	Unifrog	6/7x	1,2,3,4,5,	Grow
Pupils will sign up for	_	15min	7	throughout life
the Unifrog platform		sessions		
and can work through				Manage career
the recommended				
activities as well as keep				
a record of career and				
skills related activities in				

their lockers. Spiral				
curriculum followed in				
form time.				
PSHE: Applying for jobs	Farringtons'	6x55 mins	3	Manage career
Pupils will learn about	teachers			
the application process				
for applying for a job				
from their CV or				
application form to the				
interview. They will use				
and apply what they				
learn in applying for				
work experience.				
National Apprenticeship	Farringtons'	Througho	2,3,5,7	Manage career
Week	teachers	ut week		
House activity				Explore
exploring				possibilities
apprenticeships				
All pupils watch The				
Big Assembly,				
hearing from current				
employers and				
employees				
National Careers Week	Farringtons'	Througho	2.3.4	Manage career
National Careers WeekCareers speaker	Farringtons'	Througho	2,3,4	Manage career
Careers speaker	Farringtons' teachers	Througho ut week	2,3,4	
Careers speaker event		_	2,3,4	Explore
Careers speaker eventActivities in lessons		_	2,3,4	
Careers speaker eventActivities in lessons during the week		_	2,3,4	Explore
 Careers speaker event Activities in lessons during the week House activity 		_	2,3,4	Explore
 Careers speaker event Activities in lessons during the week House activity exploring careers 	teachers	ut week		Explore possibilities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat 		ut week 2 hours	2,3,4	Explore possibilities Grow
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their 	teachers	ut week		Explore possibilities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and 	teachers	ut week 2 hours		Explore possibilities Grow throughout life
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as 	teachers	ut week 2 hours		Explore possibilities Grow throughout life Create
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat 	teachers	ut week 2 hours		Explore possibilities Grow throughout life
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. 	teachers	ut week 2 hours per week	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects 	teachers	ut week 2 hours per week 5–10-		Explore possibilities Grow throughout life Create
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown 	teachers	ut week 2 hours per week 5–10- minute	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class 	teachers	2 hours per week 5–10- minute videos in	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees 	teachers	2 hours per week 5–10- minute videos in lessons	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and 	teachers	2 hours per week 5–10- minute videos in lessons with	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to 	teachers	2 hours per week 5–10- minute videos in lessons	3	Explore possibilities Grow throughout life Create opportunities
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects. 	teachers Floreat Subject teachers	2 hours per week 5–10- minute videos in lessons with discussion	2,3,4	Explore possibilities Grow throughout life Create opportunities Manage career
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects. Work experience 	teachers	2 hours per week 5–10- minute videos in lessons with	3	Explore possibilities Grow throughout life Create opportunities Manage career Create
 Careers speaker event Activities in lessons during the week House activity exploring careers Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme. Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects. 	teachers Floreat Subject teachers	2 hours per week 5–10- minute videos in lessons with discussion	2,3,4	Explore possibilities Grow throughout life Create opportunities Manage career

Pupils will be given		Explore
support in applying for		possibilities
the job and whilst		
preparing for and		
completing the		
placement.		

Activity	Provider	Length	Gatsby	CDI
PSHE: Moving on from School Pupils will learn about pensions and investments. They will also find out about the National Minimum Wage, the structure of a payslip and Income tax and National Insurance.	Farringtons' teachers	5 x 55 mins lessons		See the big picture
Independent advice One-One careers guidance interview with a Level 6 careers adviser.	Linda Chamberlain	30 mins	3,8	Grow throughout life Explore possibilities
Unifrog Pupils will sign up for the Start Platform and can work through the recommended activities as well as keep a record of career and skills related activities in their lockers. Spiral curriculum followed in form time.	Unifrog	6/7x 15min sessions	1,2,3,4,5,7	Manage career Explore possibilities
National Citizens Service Pupils will be delivered an information assembly on the National Citizens Service Programme as well as details on how to sign up.	National Citizens Service	Two-week course (for those who sign up)	3,5,7,8	Create opportunities See the big picture

National Apprenticeship Week House activity exploring apprenticeships All pupils watch The Big Assembly, hearing from current employers and employees	Farringtons' teachers	Througho ut week	2,3,5,7	Manage career Explore possibilities
 National Careers Week Careers speaker event Activities in lessons during the week House activity exploring careers 	Farringtons' teachers	Througho ut week	2,3,4	Manage career Explore possibilities
Floreat Pupils will develop their transferable skills and explore opportunities as part of the Floreat Programme.	Floreat	2 hours per week	3	Grow throughout life Create opportunities
Career focus in subjects Pupils will be shown short videos in class from employees working in job roles and industries related to subjects.	Subject teachers	5–10- minute videos in lessons with discussio n	2,3,4	Manage career
Sixth Form Information Evening Pupils will be able to talk to a range of subject teachers about the opportunities available in the Sixth Form as well as find out more about how these might link to careers.	Farringtons School	Evening	3,4,7	Explore possibilities Grow throughout life

Sixth Form

Activity	Provider	Length	Gatsby	CDI
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PSHE: Students will find out more about the following topics: • University applications, including support with searching for courses and writing personal statements • How to apply for student finance • How to find and apply for an apprenticeship	Farringtons' teachers	5 x 55 mins lessons	3,8	Grow throughout life Explore possibilities
Independent advice Offered one-one guidance interview in Year 13	Linda Chamberlain	30 minutes	3,8	Grow throughout life Manage career
Unifrog Students will sign up for the Start platform and can work through the recommended activities as well as keep a record of career and skills related activities in their lockers. Spiral curriculum followed in form time.	Unifrog	6/7x 15min sessions	1,2,3,4,5,7	Grow throughout life Manage career
National Apprenticeship Week House activity exploring apprenticeships All students watch The Big Assembly, hearing from current employers and employees	Farringtons' teachers	Through out week	2,3,5,7	Manage career
Mock Interview All Year 12 students to experience mock	Volunteers	30 minutes		Manage career

interview with parent				Explore
volunteer.				possibilities
National Careers Week	Farringtons'	Through	2,3,4	Manage career
Careers Speaker	teachers	out week		
event				Explore
Activities in lessons				possibilities
during the weekHouse activity				
exploring careers				
Floreat	Floreat	2 hours	3	Grow
Students will develop		per week		throughout life
their transferable skills		'		
and explore				Create
opportunities as part				opportunities
of the Floreat				
Programme.				
Career focus in	Subject teachers	5–10-	2,3,4	Manage career
subjects		minute		
Students will be shown		videos in		
short videos in class		lessons		
from employees		with		
working in job roles		discussio		
and industries related		n		
to subjects.				
University of Kent Visit	Ms Jackson	Day visit	3,7	Create
Students will visit the				opportunities
campus, experience	University of Kent			
what a lecture is like				Explore
and be provided more				possibilities
1				
information about				
information about what going to				
what going to university will be like.				
what going to	London Excel	Day	3,5,7	Create
what going to university will be like. UCAS and Apprenticeship fair	London Excel	Day event	3,5,7	Create opportunities
what going to university will be like. UCAS and Apprenticeship fair Students will have the	London Excel	_	3,5,7	opportunities
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet	London Excel	_	3,5,7	opportunities Explore
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of	London Excel	_	3,5,7	opportunities
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as	London Excel	_	3,5,7	opportunities Explore
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education	London Excel	_	3,5,7	opportunities Explore
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers.		event		opportunities Explore possibilities
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form	Sixth Form Team led	_	3,5,7	opportunities Explore possibilities Manage
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form Opportunities TEAM		event		opportunities Explore possibilities
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form Opportunities TEAM Students are regularly	Sixth Form Team led	event		opportunities Explore possibilities Manage
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form Opportunities TEAM Students are regularly updated via the	Sixth Form Team led	event		opportunities Explore possibilities Manage
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form Opportunities TEAM Students are regularly updated via the Microsoft team. This	Sixth Form Team led	event		opportunities Explore possibilities Manage
what going to university will be like. UCAS and Apprenticeship fair Students will have the opportunity to meet with a number of employers as well as higher education providers. Sixth Form Opportunities TEAM Students are regularly updated via the	Sixth Form Team led	event		opportunities Explore possibilities Manage

apprenticeships,				
1				
university information				
and further support. UCAS information	Laday Maladyan		2.0	Craw
	Led by Ms Jackson	Evening	3,8	Grow
evening				throughout life
Parents are invited to				
find out more about				
the application				
process and how they				
can support their child.				
There is also some				
information given				
about alternatives to				
university.				
Applying for Medicine		Ongoing	3,7,8	Mange career
support				
Students will receive				
support with finding				
and securing places as				
well as guidance on				
how to secure work				
experience and mock				
interview practise.				
Oxbridge application	Mr Coulthard	Ongoing	3,7,8	Create
support				opportunities
Guidance on the				
application process				
and support on				
completing this				
including mock				
interview practise.				
Apprenticeship	Amazing	1 .	0 7 0	1
		Ungoing	3,7,8	Explore
application support	<u> </u>	Ongoing	3,7,8	Explore possibilities
application support Students will be	apprenticeships	Ungoing	3,7,8	explore possibilities
Students will be	apprenticeships	Ungoing	3,7,8	possibilities
Students will be delivered sessions and	<u> </u>	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities
Students will be delivered sessions and given guidance on searching for and	apprenticeships	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a networking breakfast	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a networking breakfast event with employers	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a networking breakfast event with employers and ASK support	apprenticeships Sixth Form Team	Ungoing	3,7,8	possibilities Create
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a networking breakfast event with employers and ASK support workshops.	apprenticeships Sixth Form Team Mrs Ashworth			create opportunities
Students will be delivered sessions and given guidance on searching for and securing an apprenticeship. This will also include a networking breakfast event with employers and ASK support	apprenticeships Sixth Form Team	One week	3,7,8	possibilities Create

All students will	
complete a 5-day	Grow
placement with a work	throughout life
experience provider.	O
	Manage career