



<b>Summary</b>	Careers Policy
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<b>Applies to</b>	Students
<b>Ratifying Committee(s)</b>	Standards
<b>Date of Approval</b>	16 March 2026
<b>Available On</b>	SharePoint
<b>Effective from:</b>	17 March 2026
<b>Date of Next Formal Review:</b>	March 2027
<b>Review Period</b>	Annual
<b>Status:</b>	Non-Statutory
<b>Owner</b>	Resilience Multi Academy Trust
<b>Version:</b>	1

### Document Control

Date	Version	Action	Amendments
March 2026	1	Policy created	

### Context & Compliance

1. University Technical College (“UTC”) Leeds, as part of Resilience Multi Academy Trust (RMAT), complies with statutory duties under the Education Act 1997 (Sections 42A, 42B, 45 and 45A), the Education and Skills Act 2008 (Section 72) and the School Information (England) Regulations 2008. The Department for Education (“DfE”) statutory guidance “Careers guidance and access for education and training providers” (updated 8 May 2025) sets out the expectations for schools and colleges in England. UTC Leeds has regard to this guidance, including the requirement to enable access for a range of technical education and apprenticeship providers and to deliver a careers programme structured around the Gatsby Benchmarks.

### Ethos & Aims

2. Our CEIAG provision supports all learners to make informed, ambitious and sustainable post-16 and post-18 choices. In alignment with RMAT’s ethos of Aspiration, Empowerment and Resilience, we will:
  - Provide impartial careers information, advice and guidance across university, apprenticeships, technical education and employment routes.
  - Embed employability skills, labour market awareness and project-based learning across the curriculum.

- Develop strong partnerships with employers, Further Education (“FE”) /Higher Education (“HE”) institutions and apprenticeship providers.
- Maintain high expectations for destination outcomes and minimise students Not in Education Employment or Training (“NEET”).

### **Gatsby Benchmarks**

3. UTC Leeds structures CEIAG around the eight Gatsby Benchmarks, updated following the Gatsby Charitable Foundation 2024 review to ensure world-class guidance:
  - Benchmark 1: A stable careers programme – published on the Academy website; reviewed annually.
  - Benchmark 2: Learning from career and labour market information – accessible to students and parents.
  - Benchmark 3: Addressing the needs of each student – targeted support and tracking of destinations.
  - Benchmark 4: Linking curriculum learning to careers – particularly through Science Technology Engineering, and Mathematics (“STEM”) contextualisation.
  - Benchmark 5: Encounters with employers and employees – talks, mentoring and projects.
  - Benchmark 6: Experiences of workplaces – planned experiences of workplaces for Years 10–13.
  - Benchmark 7: Encounters with further and higher education – visits, fairs and taster sessions.
  - Benchmark 8: Personal guidance – impartial one-to-one interviews in Years 11 and 13 as a minimum.

### **Provider Access Legislation (“PAL”)**

4. UTC Leeds will provide a minimum of 4 encounters with approved providers of apprenticeships and technical education: two in Years 10–11 (mandatory for all students), and two in Years 12–13 (mandatory for the Academy to offer). A Provider Access Policy Statement is published on our website, detailing procedures for provider requests, safeguarding, facilities, and evaluation.

### **Roles and Responsibilities**

5. The following roles have the following responsibilities:
  - Careers Leader: Oversees CEIAG strategy, calendar and evaluation.
  - Senior Leadership Team: Ensures resourcing, compliance and integration with curriculum.
  - RMAT Standards Committee: Reviews performance, compliance and destinations.

- Independent Careers Adviser: Provided by C+K Careers: delivers personal guidance interviews and supports complex cases.
- Teachers & Tutors: Embed careers learning and signpost opportunities.
- Admin & Data Teams: Track encounters, work experience and destination outcomes.

### **Implementation & Quality Assurance**

6. We will:
- Publish an annual CEIAG calendar covering employer encounters, workplace experiences, and FE/HE events.
  - Use Unifrog, University and College Admissions Service (“UCAS”) and RMAT systems to support exploration and applications.
  - Monitor progress using Compass and Careers & Enterprise Company (“CEC”) toolkits; gather student/parent feedback.
  - Report annually to RMAT’s Standards Committee on Gatsby achievement, PAL compliance, destinations and NEET figures.

### **Partners & Resources**

7. Key partners include Baker Dearing, the National Careers Service, CEC, local and national employers, FE/HE institutions, apprenticeship providers, and RMAT networks.

### **Safeguarding & Inclusion**

8. All CEIAG activities comply with RMAT safeguarding policies and “Keeping Children Safe in Education”. Provision is inclusive and adapted to meet SEND and other individual needs; reasonable adjustments are made for events, encounters and workplace experiences.

### **Publication & Review**

9. This policy and the Provider Access Policy Statement are published on the UTC Leeds website. The Careers Leader will present an annual report to the RMAT Standards Committee.

### **Compliance Statement**

10. This policy reflects DfE statutory guidance (updated 8 May 2025) and the updated Gatsby Benchmarks (2024 review). It will be kept under review to ensure continued compliance with any future legislative or guidance changes.