

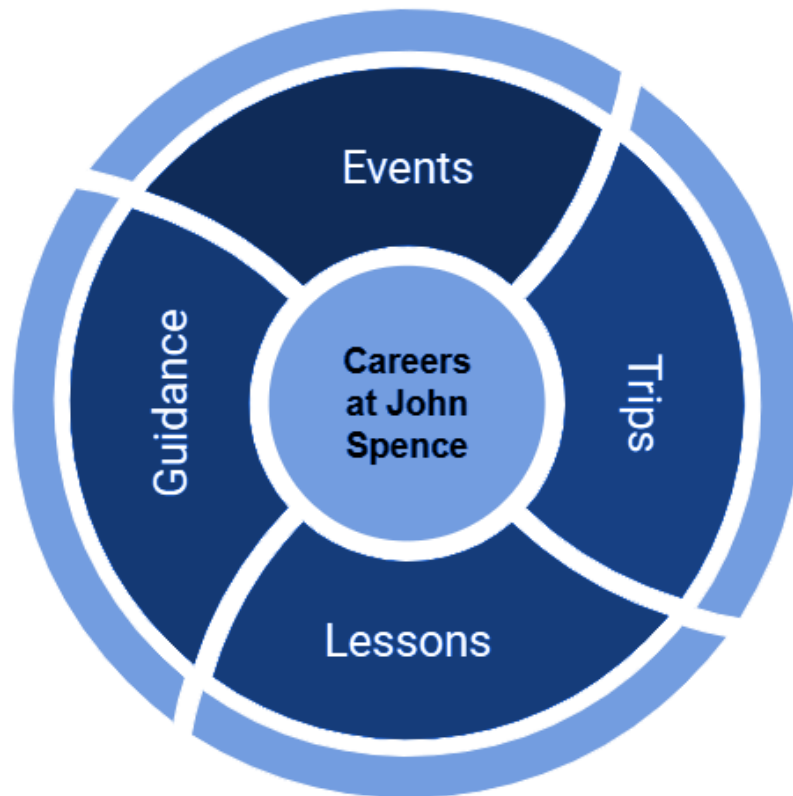


John Spence

COMMUNITY HIGH SCHOOL

Careers Programme

2025-2026



QUALITY IN CAREERS
STANDARD

Content	
Careers strategic Plan - Core purpose and aims	4
Current Position	5
Strategic Objectives	6
Careers Learning Outcomes	7
Annual Careers Calendar	8
Careers Curriculum	10
Targeted Interventions & Support for Vulnerable Groups	11
Provision analysis by Benchmark	12
Careers across the curriculum	13
Meeting the Provider Access Legislation	15
Destination data	16
Engaging Parents & Carers	17
Staff development	17
Key Partners	18
LMI and popular sectors at John Spence	18
Impact data	20

Careers Strategic Plan - Core purpose and aims

Careers Strategic Lead: Kate Winder

Designated Careers Governor: Pat Blyth

Enterprise Advisor: Rochelle Gonzalez (NHS Northumbria Healthcare Trust)

Context: We are predominantly white working class with significantly above average students in receipt of pupil premium; 57% of our students live in areas of high deprivation (IMD 1&2) with 31% living in the 10% most deprived decile. We have the 2nd highest rates of deprivation of all secondary schools in North Tyneside. The school has a 14 place MLD+ ARP and we have higher than the national average number of students with an EHCP as well as higher than the national average number of students with SEN support.

Purpose: Our vision is to ensure that every pupil leaves John Spence being 'Fit for Life'. Our students need support to make choices and manage transitions: they need good quality careers education, information, advice and guidance. This document sets out how the school provides an aspirational, and targeted careers programme which will provide our students with the knowledge, skills and ability to take ownership of their own career path tailored to their own needs.

The school uses the **Gatsby Benchmarks** and the **CDI Framework**, to support the work we do but we ensure that provision goes beyond this, to support our most vulnerable students and provide relevant support for the students we have. By helping students with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for life after school whichever path they choose.

Aims

- To help students develop the skills and confidence to make realistic and informed decisions about their future and to manage the transitions from one stage of their education, training and work to the next.
- To make students aware of the range of opportunities which are appropriate to them in higher education and training
- To inform students of the opportunities both locally and nationally by making use of Labour market information
- To enable students to experience the world of work and develop transferable skills, for example, independence, resilience, creativity, personal learning and thinking skills.
- To maintain a culture of high aspiration
- To promote equality of opportunity, embrace diversity, challenge stereotypes and ensure all students who require any extra assistance and guidance to reach their potential

Current Position

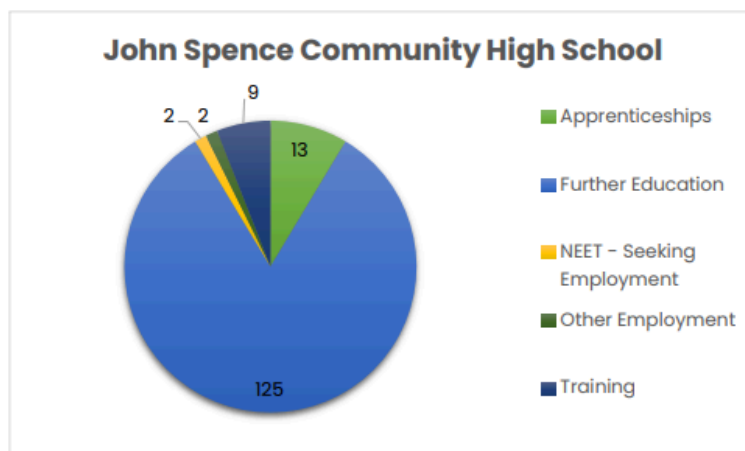
Current Compass+ score (original benchmarks)

Gatsby Benchmark	% achieved in latest evaluation i
1 - A stable careers programme	100%
2 - Learning from career and labour market information	100%
3 - Addressing the needs of each pupil	100%
4 - Linking curriculum learning to careers	100%
5 - Encounters with employers and employees	100%
6 - Experiences of workplaces	100%
7 - Encounters with further and higher education	95%
8 - Personal guidance	100%

Updated benchmarks					
Benchmark	November 2025				S
	School	National	School	National	
1. Stable Program	92%		92%		
2. LMI	95%		95%		
3. Needs of each pupils	84%		84%		
4. Links to Curriculum	14%		71%		
5. Employee encounters	75%		75%		
6. Experiences of the workplace	87%		87%		
7. Further/Higher education encounters	100%		100%		
8. Personal Guidance	100%		100%		

Current destinations overview

2025 Year 11 Activity Survey – Activity recorded 1st November 2025



	Female		Male		Overall	
	Count	% of Total	Count	% of Total	Count	% of Total
Apprenticeships	4	2.6%	9	6.0%	13	8.6%
Further Education	60	39.7%	65	43.0%	125	82.8%
NEET - Seeking Employment	0	0.0%	2	1.3%	2	1.3%
Other Employment	0	0.0%	2	1.3%	2	1.3%
Training	3	2.0%	6	4.0%	9	6.0%
Total	67		84		151	

Year	Education				Employment/Apprenticeships				NEET Available				NEET not available				Training				
	F	M	Total	Total %	F	M	Total	Total %	F	M	Total	Total %	F	M	Total	Total %	Nat. Ave	F	M	Total	Total %
2025	60	65	125	82.80%	4	11	15	10%	0	2	2	1.30%	0	0	0	0%	11%	3	6	9	6%
2024	67	69	136	83%	5	14	19	12%	0	1	0	1%	2	0	2	1%	8%	3	2	5	3%
2023	62	61	123	79%	6	19	25	16%	0	2	2	1%	2	0	2	1%		0	4	4	3%
2022	71	70	141	87%	3	9	12	7%	1	1	2	1%	1	0	1	1%		2	5	7	4%
2021	61	65	127	81%	3	13	16	11%	0	0	0	0%	1	1	2	1%		4	7	11	7%
2020	50	56	106	68%	14	22	36	23%	1	1	2	2%	0	1	1	1%		4	4	8	6%
2019	71	59	130	77%	12	15	27	16%	1	2	3	2%	0	1	1	1%		4	2	6	4%

Current Position SWOT analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> ● Quality in Careers standard achieved ● Experienced and fully trained careers lead who is also part of the school leadership team ● Connexions service ● Relationship with local Post 16 feeders and Enterprise Advisor ● Profile of Futures month ● Year 10 work experience 	<ul style="list-style-type: none"> ● Lack of positive role models outside of school ● Benchmark 4 (Careers in the curriculum) ● Capacity - Careers lead holds sole responsibility
Opportunities	Threats
<ul style="list-style-type: none"> ● PELE and local authority network meetings support and share good practice ● RONI tool to support targeted intervention ● Compass + to track student participation ● Use of LMI information ● Use of feedback from the Compass+ FSQ reports 	<ul style="list-style-type: none"> ● Transportation costs for visits ● Lack of ambition within students ● Pupil view of apprenticeships as an easy option

Key Strategic Objectives for 2025-26

- To further develop **Benchmark 4** to ensure all pupils have careers opportunities in all subject areas
- To increase the opportunity for a wider variety of workplace experiences (**Benchmark 6**) of the workplace, in line with the government initiative
- To further embed the Risk of NEET indicator in order to ensure our most vulnerable students are supported (**Benchmark 3**)

Careers Learning Outcomes

Year 7 - Self awareness and skill attributes

- Be able to identify personal traits, strengths and skills and develop confidence
- Be able to visualise themselves in the future
- To understand what a job sector is, and the difference between a job and a career
- To be able to navigate Unifrog
- **Future Month Signature Event - John Spence Alumni Speed dating**

Year 8 - The world of work and employment

- Be able to identify the benefits and drawbacks of different types of work
- To understand the link between working and money
- To be able to identify the growth sectors in the North East
- **Future Month Signature Event - Growth Sector Carousel**

Year 9 - Exploring options

- To understand to option available to them both at GCSE, and at Post 16
- To be able to identify what Higher education is
- To be able to identify the growth sectors in the North East
- To understand how pay works
- **Future Month Signature Event - NHS Careers Carousel**

Year 10 - Preparing me

- To complete a week long work experience placement
- To explore what life is like as a University student
- To identify what an apprenticeship is
- To understand the options open to them after they leave year 11
- **Future Month Signature Event - Cambridge University workshop**

Year 11 - Decision Time

- To successfully complete a mock job interview
- To complete at least one guidance appointment with the Connexions team
- To visit local feeder colleges and understand the opinions they offer
- To know the difference between college and sixth form
- To understand what an apprenticeship is and how to search for one
- **Signature year group event: Mock job interview**

Annual Careers Calendar

As part of our **Futures month (January)** programme, pupils will take part in at least one employer encounter as a year group through a drop down session or careers fair. During Futures Month, subject teachers are encouraged to get involved and KS3 students should receive careers based activities, linking subject areas pathways. Students will also be provided with a range of employer based assemblies, again linking for the four main growth sectors in the region.

Week	Year 7	Year 8	Year 9	Year 10	Year 11
Year long	Young civic award Weekly Picture news slide	Young carers 1:1 Weekly Picture news slide	Young carers 1:1 Duke of Edinburgh Weekly Picture news slide Set for success program	SEN/Young carers 1:1 GCSE Mindsets Weekly Picture news slide	Connexions 1:1's DWP Sessions (NEETs) College/sixth form assemblies
Half term 1		STEM Roadshow (BEA Systems)		Gateshead college visit Future Me presentation	College visit: Tynemet/Newcastle
					Mock job interviews
				Apprenticeships session	Apprenticeships session
Half term					
Half term 2			Royal Navy Workshop	Apprenticeships session	Apprenticeships session
			Newcastle University trip		Post 16 Options eve
				Assembly - Work experience launch	Energy Academy trip
Christmas					
Half term 3 Futures Month	Assembly - Futures month, Intro				
	Lunchtime Careers Cafe				
	Fit for Life Taught Careers Lessons				
		Growth sector carousel			Apprenticeships session Mock assessment centre
	Assembly - STEM LMI (NUSTEM)				
	Lunchtime Careers Cafe				
	Fit for Life Taught Careers Lessons				
			NHS carousel	Cambridge University workshop	
	Lunchtime Careers Cafe				
	Fit for Life Taught Careers Lessons				
	Alumni Speed dating		Subject pathway lessons	Apprenticeships assembly	
	Lunchtime Careers Cafe				
	Fit for Life Taught Careers Lessons				
	Careers in the curriculum week				
				Tynemet T Levels assembly	

HALF TERM					
Half term 4			Future Focus SEN Careers Fair	Future Focus SEN Careers Fair	SEN Foundation learning taser - Tynement
EASTER					
Half term 5	Young carers NU Futures sessions			Work Experience	Targeted Independent training provider visits
				Cambridge University Workshop	
HALF TERM					
Half term 6	Young carers NU Futures session			Kirkley Hall visit	
				Energy Academy	
				Aviation academy visit	
				Cambridge residential	
SUMMER					

Year group event

Targeted

Optional

Assembly

Careers Curriculum - Delivered in Fit for Life Lessons

Careers Curriculum - Fit for Life lessons (1 hour taught lessons)					
Term 2	Year 7	Year 8	Year 9	Year 10	Year 11
17	FSQ/icould quiz Gatsby Benchmark: 2,3,8	What are my interests? Gatsby Benchmark: 2,3,8	FSQ/Unifrog Gatsby Benchmark:	Reflecting on my career journey Gatsby Benchmark: 2,3,8	FSQ Connexions Workshops - Post 16 options Gatsby Benchmark: 2,7
18	Who am I? Gatsby Benchmark: 2,3,8		What comes after school? Gatsby Benchmark:		
19	What is 'Unifrog'? Gatsby Benchmark: 2,7	What are my skills? Gatsby Benchmark: 2,3,8	Decision making: choosing what to study at KS4 Gatsby Benchmark: 2,7,8	What type of career is best for me? Gatsby Benchmark: 2,7,8	Connexions Workshops - Post 16 options Gatsby Benchmark: 2,7
20	Exploring possibilities: dream jobs - requires Unifrog Gatsby Benchmark: 2,7		Taking control of your career journey Gatsby Benchmark: 2,6,7		
21	Sectors and jobs? wow videos Gatsby Benchmark:2,7	The challenges and rewards of work Gatsby Benchmark: 2,7,8	What is the labour market and why is it important? Gatsby Benchmark: 2,3,6	Post 16 - choices, choices Gatsby Benchmark: 2,7	Money - How does education affect my finances? Gatsby Benchmark: 2,3,6,7
22	What is a career? Gatsby Benchmark: 2,7,8		The North East Labour Market Gatsby Benchmark: 2,7		
23	What is an entrepreneur? Gatsby Benchmark: 2,6,7	Superhero CV's Gatsby Benchmark: 2,7	Money matters - DWP Sessions	Decision making: choosing your own pathway Gatsby Benchmark: 2,7,8	Money - Risks and rewards
24	What is a work-life balance? Gatsby Benchmark: 2,3,6,7		Money - Payslips and deductions		
25	Careers and the future Gatsby Benchmark: 2,3,6	Working and earning: managing your money Gatsby Benchmark: 2,3,6,7	Money – How do I keep my finances secure?	Higher education Gatsby Benchmark: 2,7	Money - Borrowing money
26	Creating the life you want Gatsby Benchmark: 2,6,7		Money - How do I stay in control of my money?		
CDI LEARNING AREA	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.				

Targeted Interventions & Support for Vulnerable groups

There are a wide range of programs running all year with targeted groups of students. These programs are designed to support our vulnerable students to raise aspirations, and boost confidence, and ensure they understand the appropriate next steps for them.

Our Risk of NEET indicator (RONI) is used in conjunction with heads of year to select pupils for target intervention, early Connexions appointments, and additional careers sessions.

Young Carers:

- NU Futures sessions - hour long fortnightly workshops in the last term, designed to encourage our young careers to discuss careers related topics
- Connexions offer an appointment for every young carer from year 7 upwards

SEN Pupils:

- All Key Stage 4 pupils with an EHCP have a member of the Connexions team in attendance in their review meetings
- Early Connexions appointments
- Future Focus SEN careers fair
- SENCO has access to Compass+ in order to track if required
- Foundation learning taster day - Tynemet College
- EHCP pupils first to be placed for work experience
- Connexions group sessions in year 11 in place of Fit for Life lessons
- Foundation pathway qualification - ran by SENCO

Vulnerable groups and potential NEET pupils:

Using the RONI, groups can be identified and are provided with a bespoke program of support which can include:

- Dept. Work and Pensions sessions (Year 11) - designed to boost confidence and create a safe space to explore CV's and application processes. Each four session block runs per half term, and has no more than 6 pupils in it
- FutureME Programme (Uni skills Connect) - Provide target workshops to students who may not have the suitable role models outside school, or are seen to be coasting
- Additional visits to local colleges/training providers - are scheduled for any year 11 pupils who is seen as being at risk of becoming NEET during the Spring term, as a final intervention
- Set for success programme (Youth Sport Trust)

Provision Analysis by Benchmark

Benchmark	Year 7	Year 8	Year 9	Year 10	Year 11
A stable careers program	<ul style="list-style-type: none"> ● Fit for Life lessons ● Connexions appointments ● Futures month ● Events feedback forms ● FSQ ● Workshops ● Targeted events ● Unifrog 				
Learning from career and labour market information	Fit for Life lessons Unifrog Alumni speed dating Buzz Quiz Reading tasks	Fit for Life lessons Growth sectors carousel STEM workshop	Fit for Life lessons Options process NHS Careers event Unifrog sessions	Fit for Life lessons STEM LMI assembly Apprenticeships assembly	Fit for Life lessons Alumni speed dating STEM LMI assembly Apprenticeships assembly Post 16 options evening
Addressing the needs of individuals	Young carers groups	Young carers groups	Young carers groups SEN lessons SEN Careers fair FutureMe workshops	SEN 1:1's SEN Careers fair Apprenticeship workshops Targeted trips	SEN 1:1's SEN Careers fair Apprenticeships workshops Targeted trips DWP sessions
Linking curriculum learning to careers	See Careers across the curriculum map				
Encounters with employers	Careers cafes Alumni speed dating M&G workshop	Careers cafes Growth sector carousel Network rail workshop NHS workshop	Careers cafes DWP Carousel Nursing workshop Royal Navy workshop	Careers cafes Careers fair Work experience Apprenticeship fair	Careers cafes Mock job interviews
Experiences of the workplace		NHS site Visit		Work experience	
Encounters with further and higher education			FutureMe workshops Newcastle University visit	Northumbria Uni visit Marine school trip Aviation school trip Kirkley hall trip	College/sixth form visits Post 16 options eve Assemblies
Personal Guidance	Young carers 1:1	Young carers 1:1	Young carers 1:1	SEN 1:1	1:1 all

Careers across the curriculum (Benchmark 4)

	Year 7	Year 8	Year 9	Year 10	Year 11
English	Enterprise Unit of work		<ul style="list-style-type: none"> QA English Lit master class 	<ul style="list-style-type: none"> English Lang/Lit Durham University trip 	<ul style="list-style-type: none"> English Lang/Lit Durham University trip
Maths	Careers related resource bank appropriate for each topic Personal finance unit	Careers related resource bank appropriate for each topic Personal finance unit Careers in Maths lesson Junior maths challenge	Careers related resource bank appropriate for each topic	Careers related resource bank appropriate for each topic Intermediate Maths Challenge Mathsplosion event—G&T	Careers related resource bank appropriate for each topic
Science	Marine Biologist visit Careers spotlight resources Careers tasks woven into lessons NUSTEM workshop Use or Careers posters	STEM club Careers spotlight resources (every new topic) NUSTEM workshop	Careers spotlight resources (every new topic) Triple science—promotional video	Careers spotlight resources (every new topic) Careers tasks woven into lessons (astronaut/Formica etc) Health and Social care workshop—Tynemet Health and social care job roles unit	Careers spotlight resources (every new topic)
Tech	STEM energy quest event TY company profile	Bring it on engineering event How professional chefs make pastry. Airline food production Role of a caterer. Discussion of the use of different computer programs in industry Engineering for all trip	TICE program Enterprise section of LED sign—Graphics EHO job role Job roles in the kitchen brigade Role of designers specifically Lucy Sparrow and NIKE ID. Existing designers Architecture project	Routes into D&T delivered in all subject specialism Printing trip Engineering careers unit—trip to CMP Products In depth information about Job roles in the front of house and kitchen brigade including dress, job description, qualifications.	The work of others
PE	Leadership opportunities within lessons (half termly 'my personal best' focus—soft skills) Skills in PE display	Leadership opportunities within lessons (half termly 'my personal best' focus—soft skills) Sport education—taking on various roles/responsibilities within the game	Leadership academy Tuesday Club leaders Leadership in Yr9 through a programme called My Personal Best by the YST identifying employment skills through PE Leadership qualifications Options choice—joint talk between Tynemet/teachers on routes	Tyne met talks in lessons about sports courses next year TyneMet links for fixtures/staff support Tuesday Club leaders YSA award Leadership qualifications Sports pathways display (GCSE/Post 16 choices) Futures month—commitment to sports related employees	Staff from Tynemet offer their help in GCSE PE lessons in the run up to the exams Tuesday Club leaders YSA award Leadership qualifications Sports pathways display (GCSE/Post 16 choices)
ICT/Business	AI/Digital Creativity links	Networks topic	ICT jobs—part of taught unit Computational thinking	Coursework project linked to a fictitious company/business Enterprise module (owning a business)	Coursework project linked to a fictitious company/business

Health and Social Care				Focus on a wide variety of jobs in primary care, secondary care and social care Tynemet session around Level 3	Focus on a wide variety of jobs in primary care, secondary care and social care
Geography	Links to estate agent job role	Fieldwork—teamwork investigation Globe produce OS Map producer	Edinburgh trip—structure of the earth Architecture study - earthquake proof buildings Volcano Vlogger Biomes/farming—links to industry	Fieldwork—human data collection to investigate erosion at the beach	
History	Pioneering women in history—breaking stereotypes	Pioneering women in history—breaking stereotypes Women in WW1	Pioneering women in history—breaking stereotypes Law lesson Leadership roles		
MFL	Why languages? introduction	Why languages? introduction	Why languages? Introduction Careers unit (personal qualities, hopes for the future et)	Why languages? Introduction Careers Unit (Jobs abroad, Language and travel)	Why languages? Introduction Careers Unit (work experience)
Music	Theatre trip Arts academy (completion of the bronze award)	Christmas Concert	Kayleigh	Visit to recording studio Music Industry unit The work of others Weekly music lesson from professional	
Drama	Theatre trips—jobs roles Old low lights project School productions	Theatre trips—jobs roles Old low lights project	Lighting technician traineeship Old low lights project Splendid workshop	Theatre trips—jobs roles Work experience program Northern Stage live Theatre royal live	
Art	Links to artists, craftspeople and designers are inherent in each six week SOW throughout the year. A focus on research and analysis of ONE will take place every half term.	Team-work, leadership, group project. Alice in Wonderland — Gallery and Theatre Trips where possible. Links to artists, craftspeople and designers are inherent in each twelve week SOW throughout the year.	Role of a professional — competitions for designing commercial products. Viewing of the GCSE Art exhibition. Student project linked to current artists. Links to artists, craftspeople and designers are inherent in each six week SOW throughout the year. Photography Club: Contains commercial photography techniques.	Student projects linked to current artists, craftspeople and designers. Workshop events at QA. Visit to an art gallery (exhibition dependent). Artist workshops (project dependent). Helix Arts: Takeover Project.	Student projects linked to current artists, craftspeople and designers. Portfolio building sessions for college applications. Creative Careers - Baltic Session (if available). GCSE Art exhibition. Helix Arts: Takeover Project.

Meeting the Provider Access Policy

The [updated provider access legislation \(PAL\)](#) has now been enacted. It specifies schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students:

Two encounters for pupils during the ‘first key phase’ (year 8 or 9) that are **mandatory for all pupils to attend**

Two encounters for pupils during the ‘second key phase’ (year 10 or 11) that are **mandatory for all pupils to attend**

This new legislation will become a key mechanism to further help learners understand and take-up, **not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.**

Key Stage 3		Key Stage 4	
Year 7		Year 10	<ul style="list-style-type: none"> ● Tynemet college - T levels assembly ● Apprenticeships assembly
Year 8	<ul style="list-style-type: none"> ● Growth Sectors Careers Carousel ● BEA Systems workshop 	Year 11	<ul style="list-style-type: none"> ● College visits (Tynemet/Newcastle college) ● Apprenticeships assembly ● NYA Assembly
Year 9	<ul style="list-style-type: none"> ● NHS Site visit 		

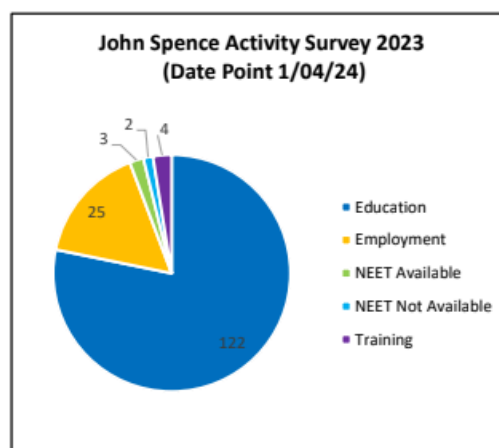
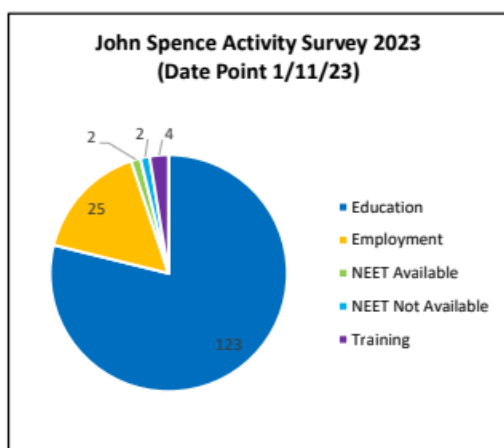
Previous Destinations Data

Year	Education				Employment				NEET Available				NEET not available				Training				
	F	M	Total	Total %	F	M	Total	Total %	F	M	Total	Total %	F	M	Total	Total %	Nat Ave	F	M	Total	Total %
2024	67	69	136	83%	5	14	19	12%	0	1	0	1%	2	0	2	1%	8%	3	2	5	3%
2023	62	61	123	79%	6	19	25	16%	0	2	2	1%	2	0	2	1%		0	4	4	3%
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2021	61	65	127	81%	3	13	16	11%	0	0	0	0%	1	1	2	1%		4	7	11	7%
2020	50	56	106	68%	14	22	36	23%	1	1	2	2%	0	1	1	1%		4	4	8	6%
2019	71	59	130	77%	12	15	27	16%	1	2	3	2%	0	1	1	1%		4	2	6	4%

	Vocation/Technical Education							Vocational Total
	Newcastle College	Tynemet	Sunderland	Gateshead	Kirkley Hall	Ashington	Park View	
2025	62	29	0	1	2	1	0	95
2024	61	30	0	2	2	0	0	95
2022	59	42	1	3	5	0	2	112
2021	41	48	0	4	4	0	0	97

Newcastle Sixth	A Level Providers					A Level total
	Burnside	Kings Priory	St Thomas Moore	Monkseaton	Whitley Bay	
18	1	5	2		7	33
27	0	7	0		2	36
15	1	4	2	0	0	22
13	0	4	0	3	6	26

John Spence School Leavers 2023: Destinations Update



Engaging Parents & Carers

Parents play a vital role in the careers decision of their children, therefore we have a duty to ensure they are part of our careers provision. As part of our commitment to engaging parents we:

- Host a Post 16 Options evening for parents of year 11 students
- Text home at least twice for each careers event/trip
- Include all careers related events in the termly newsletter
- Ensure Connexions are available at all Key Stage 4 parents evenings
- Communicate details of the service the Connexions team offer
- Offer the opportunity for parents to receive a copy of their child's Connexions action plan
- Include local Labour Market Information in the year 9 GCSE options
- Include information on our website about how to support their child with careers decisions

Staff development

Annual whole school CPD takes place with Careers updates and informal notices, advice and guidance to staff is delivered via email and staff briefings. An annual informal meeting with each curriculum leader helps to support subject staff with the integration of careers education.

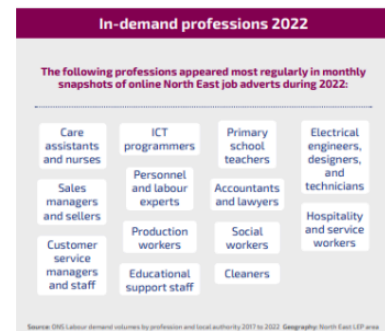
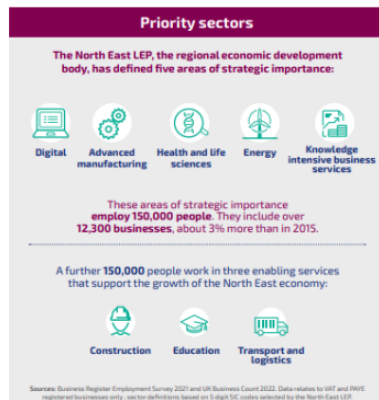
Whole school Personal Development	To provide an update of Careers provision and an opportunity for depts to consider careers in their own subject area. To provide an opportunity for depts. to explore opportunities for trips and character development with their subjects	Delivered face to face - all staff	Whole school	27/06/25
Careers email	To refresh staff awareness of where to access careers information about their subjects	Email including spreadsheet of linked jobs to Careers, plus link to CEC 'My learning, my future' resource area	Whole school	02/07/25
ITT Intro to PD	To provide an overview of the PD offer to new staff, including where to access FFL curriculum and Careers information	Delivered face to face (KWi) in the library	New staff members	02/10/2025
Career self directed training				TBC

The careers leads meets with all curriculum leaders annually to ensure Benchmark for provision is being met and all staff have access to a drive containing powerpoints, links to websites, and other Careers related resources.

Key Partners

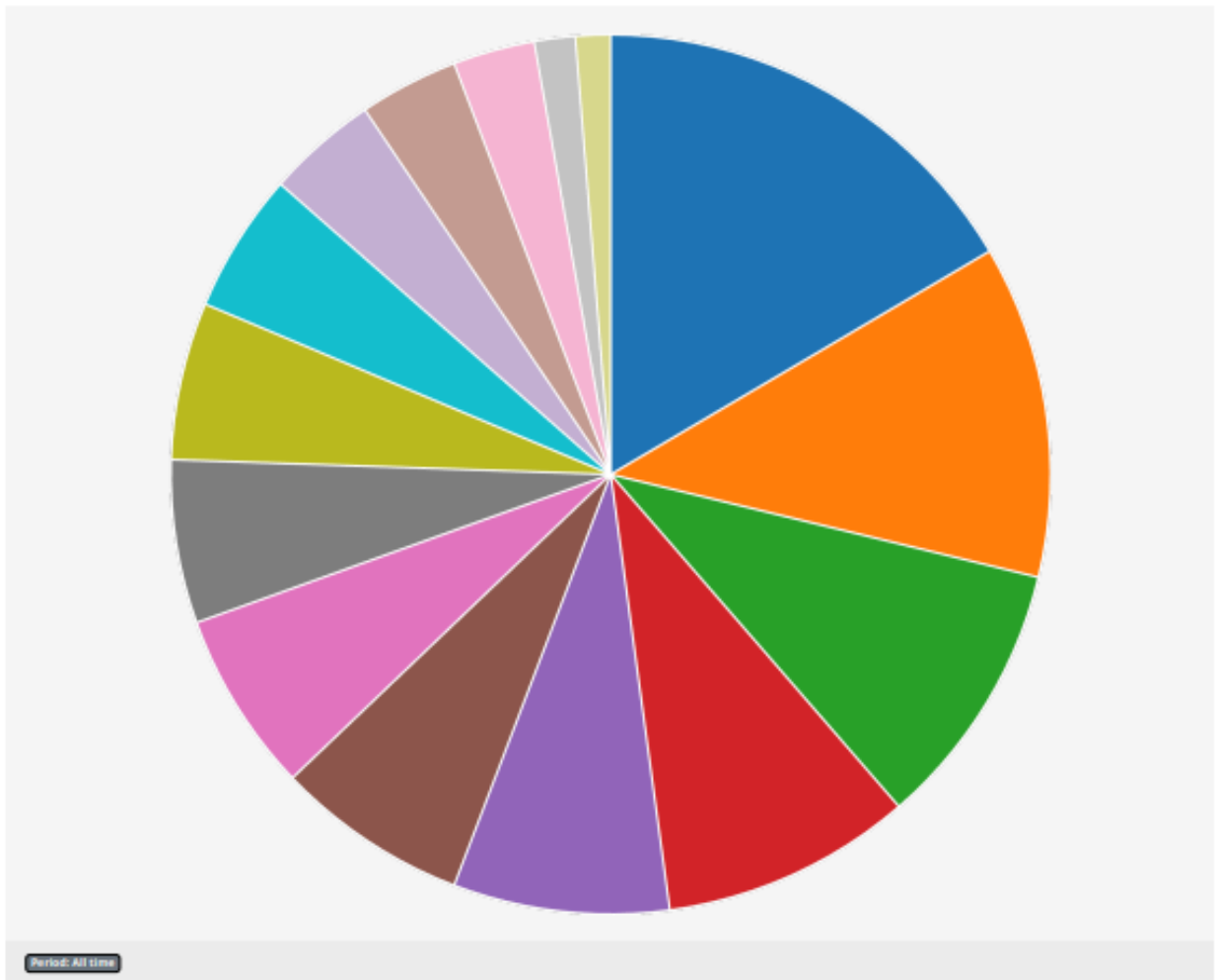
Enterprise Advisor	Rochelle Gonsalves	Rochelle.Gonsalves@northumbria-healthcare.nhs.uk
Connexions	Tracey Green	tracey.greeny@northtyneside.gov.uk
NECA Hub	Mark Fox	mark.fox@lep.gov.uk
Careers Governor	Pat Blyth	pat.blyth121@gmail.com
Dept. Work and Pensions	Melissa Laverick	MELISSA.LAVERICK@dwp.gov.uk
NUFC Futures	Matthew Tumilty	Matthew.Tumilty@nufc.co.uk
NYA	Brian Stuart	brian@northumbriaya.co.uk
Energy Central	Steve Rutland	steve.rutland@publicvalue.co.uk
NUSTEM	Antonio Portas	antonio.portas@northumbria.ac.uk
Talent Foundry (various workshops)	Aron Tennant	aron.tennant@talentfoundry.org.uk
Unifrog	Kathryn Donnelly	kathryn@unifrog.org

LMI & Popular Sectors



Most popular career areas

who have favoured in Careers library



Arts and Media: 77
Hospitality, Food and Sport: 57
Medicine and Health: 46
Politics and Social care: 43
Law and Public safety: 37
Science and Technology: 33
Plants, Land and Animals: 31
Engineering: 28
Construction, Property and Architecture: 27
Education and Training: 24
Transport and Logistics: 19
Sales and Marketing: 17
Business and Finance: 14
Manufacturing and Maintenance: 7
Human services and Administration: 6

Generated by Mrs Kate Winder on 21 October 2025 at 16:16

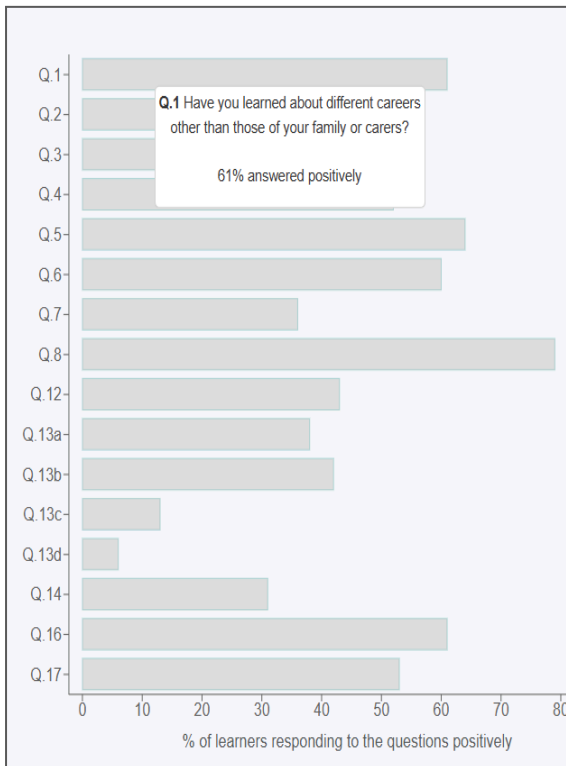
Impact Data

Benchmark scores since 2018

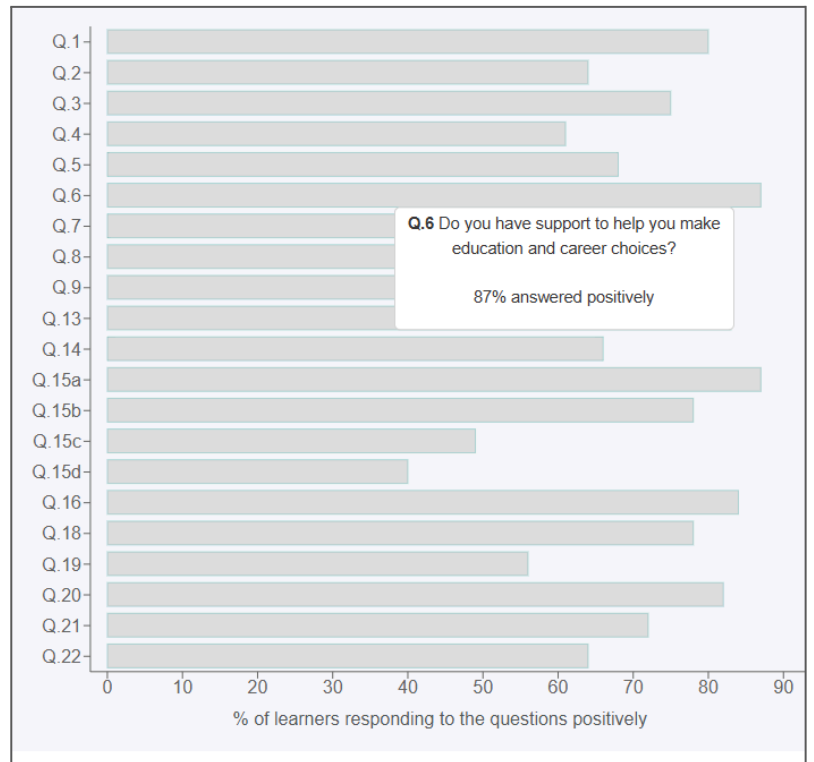
Benchmark	January 2018		Sept 2018		Mar 2019		July 2019		Oct 2019		February 2020		January 2021		July 2021		Nov 2021		March 2022		Sept. 2022		March 2023	
	School	National	School	National	School	National	School	National	School	National	School	National	School	National	School	National	School	National	School	National	School	National	School	National
1. Stable Program	41%	4%	76%	4%	82%	4%	82%	6%	82%	6%	82%	6%	100%	21%	100%	21%	100%	27%	94%	27%	100%	43%	100%	43%
2. LMI	0%	30%	60%	30%	80%	30%	100%	32%	100%	32%	100%	32%	80%	45%	80%	45%	80%	52%	100%	52%	100%	66%	100%	66%
3. Needs of each pupils	71%	9%	81%	9%	90%	9%	90%	13%	90%	13%	90%	13%	90%	20%	90%	20%	90%	25%	90%	25%	90%	38%	100%	38%
4. Links to Curriculum	0%	13%	93%	13%	87%	13%	100%	26%	100%	26%	100%	26%	100%	38%	100%	38%	100%	45%	100%	45%	100%	60%	100%	60%
5. Employee encounters	0%	37%	50%	37%	100%	37%	100%	38%	100%	38%	100%	38%	100%	52%	100%	52%	100%	58%	100%	58%	100%	56%	100%	56%
6. Experiences of the workplace	0%	39%	25%	39%	25%	39%	50%	37%	50%	37%	100%	37%	100%	47%	100%	47%	100%	52%	100%	52%	100%	36%	100%	36%
7. Further/Higher enducation encounters	33%	8%	79%	8%	75%	8%	90%	13%	90%	13%	90%	13%	90%	21%	90%	21%	80%	30%	80%	30%	90%	33%	100%	33%
8. Personal Guidance	100%	46%	100%	46%	100%	46%	100%	49%	100%	49%	100%	49%	100%	57%	100%	57%	100%	61%	100%	61%	100%	65%	100%	65%

Futures Skills (FSQ) results 2024

Year 7



Year 11



Typical Compass+ learner report (Year 11 SEN student)

COMPASS+

John Spence Community High School

Report generated on October 21st 2025 at 16:27

Section 1 of 2 - Activities

Kaylum William Clarkson's report

K██████████on

Registration group 11SPA

This report was generated from Compass+ for John Spence Community High School, by Kate Winder on October 21st 2025 at 16:27.

If you think there is something wrong with the content of this report, please contact us at compassplus@careersandenterprise.co.uk.

Activities

The learner has the following activities listed.

Activity Name	Start Date	End Date	Main Category	Sub Categories	Status
LMI extended form sessions	10/01/2022 00:00	10/01/2022 00:00	GB2 - Information about the labour market for students	No sub categories selected	Completed
Year 7/8 Careers in Science pilot	-	-	GB2 - STEM	GB4 - Science lessons - embedded careers learning	Completed
Maths in Action - SEN trip	17/11/2022 09:00	17/11/2022 15:00	GB2 - Information about the labour market for students	GB3 - SEND and vulnerable students GB3 - Aspiration raising	Offered - Absent
NHS Careers Workshop	25/11/2022 09:00	25/11/2022 10:00	GB2 - Information about the labour market for students	GB3 - Aspiration raising	Completed
Careers Lessons - Fit for Life program	09/01/2023 00:00	17/02/2023 00:00	GB2 - Information about the labour market for students	GB4 - PSHE lessons - embedded careers learning GB3 - Aspiration raising GB3 - Addressing stereotypes	Offered - Absent

Activity Name	Start Date	End Date	Main Category	Sub Categories	Status
Maths in Action - SEN trip	17/11/2022 09:00	17/11/2022 15:00	GB2 - Information about the labour market for students	GB3 - Aspiration raising GB3 - SEND and vulnerable students	Completed
Newcastle United Foundation - Future Foundations Sessions	18/09/2023 00:00	19/12/2023 00:00	GB2 - Information about the labour market for students	GB3 - Aspiration raising	Completed
NUSTEM Assembly - STEM LMI	14/01/2025 08:45	14/01/2025 09:15	GB2 - Information about the labour market for students	GB2 - STEM	Completed
Green Skills/Energy Academy assembly	25/06/2025 08:30	25/06/2025 09:00	GB2 - Information about the labour market for students	GB7 - Further Education events and visits	Completed
Unifrog signup	28/11/2022 00:00	28/11/2022 00:00	GB3 - Record keeping	GB2 - Information about the labour market for students	Completed
NUSTEM People like us... event	15/11/2021 09:00	15/11/2021 13:15	GB4 - Science lessons - embedded careers learning	GB2 - STEM	Completed
NUSTEM People like us... event	-	-	GB4 - Science lessons - embedded careers learning	GB2 - STEM	Completed
Careers Zone	31/01/2023 09:00	31/01/2023 12:00	GB5 - Events and talks involving employers	GB2 - Information about the labour market for students	Completed
Music trip - DJ talk	23/01/2025 00:00	23/01/2025 00:00	GB5 - Events and talks involving employers	GB2 - Information about the labour market for students	Offered - Absent

Activity Name	Start Date	End Date	Main Category	Sub Categories	Status
Mock Job Interviews	10/10/2025 09:00	10/10/2025 13:00	GB5 - Ready-for-work activities with employers	No sub categories selected	Completed
Year 10 Work experience week	12/05/2025 00:00	16/05/2025 00:00	GB6 - Work experience	No sub categories selected	Completed
Year 10 Northumbria University trip	04/09/2024 00:00	04/09/2024 00:00	GB7 - Higher Education events and visits	No sub categories selected	Completed
Burnside Sixth Form	20/10/2025 08:30	20/10/2025 09:00	GB7 - Further Education events and visits	No sub categories selected	Offered - Absent
Connexions Appts	01/09/2025 00:00	01/05/2026 00:00	GB8 - One-to-one careers guidance	No sub categories selected	Completed



The Quality in Careers Standard >>>>

This is to certify that

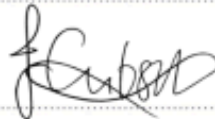
John Spence Community High School

has been assessed and accredited as
“fully meeting all the accreditation criteria
incorporating the Gatsby Benchmarks”
for the national quality award
for its careers education, information,
advice and guidance provision.

The award is for a period of 3 years, expiring on

3rd May, 2027

Signed



Inspiring IAG Lead for Positive Steps

Awarded on

21st June, 2024

by

Positive Steps as a Licensed Awarding Body for the national Quality in Careers Standard using the Inspiring IAG approach.



Certificate No. IAG24-8....