The Mandeville School

CAREERS



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Vision and Mission

Vision

- We champion all students in achieving their future goals and career aspirations.
- Together we raise awareness of a diverse range of career opportunities.
- We encourage motivation in every individual to achieve their full potential.
- All students attending a school within the IAT will receive expert, impartial careers education throughout all key stages.

Mission

As a Trust, our goal is to work together to achieve 100% across all eight Gatsby Benchmarks.

This will equip students, parents, and teachers with the tools and experience needed to support every student in their careers education. This will ultimately result in 100% EET (Education, Employment, or Training) figures for all Key Stage 4 and 5 leavers.

Meet the team



Laura Redrup

IAT Trust Lead for Careers



Neil Hart

Personal Development SLT Link



Tim Swithenbank

Freelance Careers Adviser



Kath Cheetham

Careers Link Governor

Careers at TMS

Across all IAT schools, we work in partnership with the Careers and Enterprise Company, our assigned Employment Adviser, Enterprise Adviser, and the Buckinghamshire Careers Hub.

This collaboration ensures that we are consistently aligned with national best practice, making effective use of shared resources, employer networks, and guidance. Our collective aim is to deliver a high-quality careers programme across the Trust and to achieve full compliance with all eight Gatsby Benchmarks, ensuring every student receives meaningful, targeted, and impactful careers education.

Gatsby Benchmark	Latest Evaluation
GB1. A stable careers programme	92%
GB2. Learning from career & labour market information	100%
GB3. Addressing the needs of each pupil	95%
GB4. Linking curriculum learning to careers	100%
GB5. Encounters with employers & employees	100%
GB6. Experiences of workplaces	100%
GB7. Encounters with further & higher education	83%
GB8. Personal guidance	87%

Compass Plus Report for The Mandeville School - July 2025

Supporting the Individual Student

At The Mandeville School, we are proud to serve a diverse student body from a wide range of backgrounds.

We recognise that some students face barriers in achieving their goals or raising their aspirations — particularly those from disadvantaged backgrounds or who may be considered hard to reach.

Students eligible for Pupil Premium funding or those who may lack access to career networks and support are proactively identified and prioritised for targeted interventions. We ensure these students have equitable access to high-quality careers guidance, employer encounters, and aspirational experiences that help bridge gaps in opportunity.

Our careers provision is carefully monitored to ensure inclusivity, with tailored support in place to raise awareness, confidence, and ambition among all students, regardless of their starting point.

Access to Higher Education

Together with our university partners, we prioritise our Pupil Premium students for university outreach opportunities such as Futures Day.

These experiences are designed to raise aspirations, build confidence, and provide early exposure to higher education environments — particularly for those who may not otherwise have access to such opportunities.

The school continues to work with Study Higher to widen participation in higher education. This partnership supports students from priority groups, including those eligible for Pupil Premium, service students and young carers, helping them to access information, guidance and opportunities related to higher education.

Work Experience

TMS has actively participated in a pilot programme with the Bucks Skills Hub and Careers Enterprise Company to provide work experience opportunities for Year 9 students.

As part of our commitment to inclusivity, we prioritise hard-to-reach and disadvantaged students to ensure they benefit from these early career encounters. For students unable to take part in face-to-face experiences such as Take Your Child to Work Day, we provide guided virtual work experience via Springpod. These students are also supported with a 1:1 careers guidance meeting to ensure they still receive meaningful employer engagement and personalised advice.

Through the use of the Future Skills Questionnaire, all students are asked to reflect on their knowledge, skills, and understanding related to careers education. The data collected is used to identify any gaps in provision and to monitor progress, ensuring that students' understanding of careers education continues on an upward trajectory.

In addition, the Risk of NEET Indicator (RONI) is utilised to identify students who may require additional support or targeted intervention, ensuring that no learner is left behind in their progression towards positive post-16 destinations.



LEARNING JOURNEY

The Mandeville School

Sixth Form, College Courses, Apprenticeships and on to University

Celebrate your success on GCSE results day

Year 11

- Trial out actual Sixth Form lessons and consider subject choices by experiencing the Sixth Form taster day
- Revise for and sit your GCSE Exams
- Theatre Trip
- Unifrog Launch in form & assembly

Year 10

- Post 16 Options Assembly
- 6th Form Open evening
- World Challenge
- Attend your Information, Advice and Guidance (IAG) interview
- What Next Data
- Trip to Barcelona
- MLF Education & Work
- BNU Takeover Day
- Sign up for the Duke of Edinburgh Award
- Reignite your passion for extra curricular activities
- Whole School Careers Fair
- Attend assemblies on GCSE Options
- Step into the NHS
- ASK – Apprenticeship Support & Knowledge Assembly

Year 9

- Bucks College Groups Assembly
- Paris Trip
- Take on the responsibility of being a Sports Leader and help to run the Primary Sports Events.
- Bucks New Uni – Futures Day
- Tring Museum
- Make your informed GCSE Option choices
- Dance Live! workshop
- Take your Child to Work Day
- Develop your communication skills.

Year 8

- Celebrate your success at Celebration of Achievements Assembly
- Represent your house in the House Dance Competition
- Continue to increase your Achievement points.
- Volunteer to help out at Open evenings and school events.
- Develop a growth mindset
- Seek out opportunities for kindness
- Aspire to take on extra responsibilities. Join the Student Council.
- Become an independent reader and enjoy more books with the Form time Reading Programme

Year 7

- Develop skills for life by learning through PSHE
- Experience formal assessments and learn how to revise
- Aspire to fully embrace the TMSS values.
- Complete the Year 7 Careers in Google Form. This will help us to find out if you have a any specific careers in mind.
- Develop good, independent study skills
- Start thinking about your future pathway
- Focus on keeping yourself safe online.
- Take part in the Careers Enterprise Company – Future Skills Questionnaire
- Develop a thirst for reading with our Form time Reading Programme
- Join the Key Stage 3 Careers Google Classroom
- Unifrog Launch for new students
- Attend the Transition days at TMS
- Have a look at our Open Day information

Year 6

- Build a solid foundation in education and learning
- Be present at Progress Evening and build upon recommendations
- Take part in the Christmas Concert.
- Become a Student Ambassador of TMS and help out at Open Evening.
- Make every day count. Ensure your attendance is above 97%
- Demonstrate your skills in your CAT tests
- **Careers Week takes place in March. We host activities for all year groups**
- Meet your Form Tutor, Raising Achievement Officer and Head of Year
- Attend the TMS Summer School
- **Apply for a place at TMS**
- Get to know TMS through our Primary School sports and dance events.

BELIEVE, ACHIEVE, SUCCEED

Careers in Key Stage 3

Key Stage 3 is where the foundations of self-awareness, aspiration, and understanding of the world of work are laid. We are committed to ensuring that our careers provision at this stage is engaging, inclusive, and inspiring. Through a range of activities and resources, students are supported to explore their strengths and interests, discover career paths they may not have previously considered, and begin to connect their learning with future opportunities.

Unifrog

All students have access to Unifrog, an online careers platform that supports both guided and independent exploration of careers and personal development. Embedded across all year groups, with activities tailored to be age-appropriate and progressive. We utilise PSHE lessons, form time, and Enrichment Week to deliver structured sessions, including skills and interests quizzes, careers exploration, and guidance to inform key decision points.



Year 9 Pioneers Days - Study Higher

These days are designed to introduce Higher Education to underrepresented ethnic groupings. The day aims at empowering them

to make informed decisions about their future education and career options. The day addresses specific barriers that present themselves within the targeted demographics. This is a fun day in which pupils hear the career stories of up to 20 different people and are able to explore the possible routes through Higher Education to a variety of careers.

Young Enterprise

The Mason Foundation supports school aged students with learning disabilities and who are neurodivergent to get work ready. TMS have taken part in the Propel Staff Training to support students with making their next steps. The Mason Foundation can also support students with learning disabilities and neurodiversity with workshops around employability skills, self advocacy, meaningful CVs and interview skills.

Step into the NHS

Year 9 students participate in the 'Step into the NHS' competition; delivered the NHS School Engagement Team. This national programme introduces students to the breadth of career opportunities available within the NHS. To broaden students' understanding of the NHS as a major employer and help them explore the wide range of careers available, both clinical roles to non-clinical roles. Students then take part in a creative competition, designing a job description and promotional materials for an NHS role of their choice.

Students gain a better understanding of the labour market and the variety of roles in healthcare, helping challenge stereotypes and inform future choices.

BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891

Futures Day

A selected group of Year 9 students are invited to the Futures Day programme, delivered by the Widening Participation team at Buckinghamshire New University. This fully funded visit is designed to offer students a meaningful first encounter with higher education.

Students engage in interactive sessions that simulate university-style learning. Activities often include academic workshops, campus tours, and student Q&A panels, offering a well-rounded introduction to university life.



Careers Week

We take full use of the opportunities available as part of National Careers Week. This includes webinars, assemblies and form competitions.

Careers in Key Stage 4

Key Stage 4 adopts a measured and progressive approach to career development. The programme begins with mock interviews designed to help students develop their networking abilities and learn how to make a strong first impression in a supportive, practice environment. This is followed by a visit to the Bucks Skills Show and a BNU taster day, where students can put their newly learned networking skills into action. The programme culminates in a work experience placement at the end of Year 10. Each stage is carefully planned to ensure that the experiences leading up to work experience make the overall process clear, meaningful, and engaging for students.

Unifrog

In Key Stage 4, students are actively encouraged to use Unifrog to explore a wide range of career pathways. This platform supports them in making informed decisions about their Post-16 and Post-18 options. Unifrog provides clear information on entry requirements for specific careers and courses, helping students understand the qualifications and steps needed to progress toward their chosen destinations.

Students use Unifrog in PSHE, form time and independently. Usage is regularly monitor and awarded by the Careers team.

Personal Guidance



Across all IAT schools, we have invested in providing access to impartial, qualified careers advisers for all students. Every student in Key Stages 4 and 5 receives a dedicated 40-minute one-to-one careers guidance interview. These meetings are student-led, allowing pupils to explore their interests, strengths, and future aspirations in a personalised way.

Following each meeting, an individualised action plan is created and shared with relevant staff to ensure consistent support. When combined with the use of Unifrog each student is equipped with a tailored careers roadmap to guide them through their next steps and long-term goals.

Bucks Skills Show

Each year we take all of Year 10 to the Bucks Skills Show. This provides students with the invaluable opportunity to engage with over 120 employers from a broad range of industries. The event enables students to explore a wide variety of career pathways, develop their networking and communication skills, and gain first-hand insight into the world of work. It also plays a key role in helping them make informed decisions about their Post-16 and Post-18 options.



LEAP

The 'Fit for the Future: Leisure Careers' programme was developed to address a clear gap in meaningful work experience opportunities in the Sport, Physical Activity, Movement, and Leisure sector, for young people

The cohort of young people chosen to take part helped to tackle inequalities by diversifying the range of young people who have access to opportunities like this. With help from the school SEND and PE departments, we targeted young people from disadvantaged communities, within a priority area of Aylesbury.

The initial planning involved creating a basic framework focused on three main goals:

- Providing real-world experience in leisure settings
- Building key employability skills
- Showcasing the wide range of roles available in the sector

Buckinghamshire Skills Hub played a key role in shaping the programme's career development elements, ensuring that participants gained not only experience but also practical skills like CV writing and interview preparation.
As the programme developed, it gained support from a range of partners including inclusive employers, CIMSPA (the Chartered Institute for the Management of Sport and Physical Activity), Buckinghamshire College Group, and the wider Leap team. The programme officially launched at Stoke Mandeville Stadium, where students were introduced to a variety of roles such as front-of-house, gym support, and leisure assistant duties. Each day offered new experiences and opportunities to learn.

Work Experience

TMS continue to work at making steps towards improving our work experience encounters. Year 10 students now complete a three-day work experience placement, which is recorded through Unifrog. This provides students with the opportunity to gain insight into the workplace and develop key employability skills.
For students who are unable to secure a placement, the school provides a programme of on-site activities and employer engagement events to ensure all students benefit from meaningful careers-related experiences.

Careers & SEND

In line with Gatsby Benchmark 3: Addressing the Needs of Each Pupil, we at TMS we are committed to providing tailored careers support for all students, including those with an EHCP or identified SEND needs. We work collaboratively with our SENCO, Assistant Teachers, and wider school team to ensure every student receives personalised guidance. This may include adapting career action plans, providing additional time and support, or ensuring a trusted adult is present during careers meetings. Our goal is to ensure all students, regardless of need, are fully supported in exploring and accessing meaningful next-step opportunities.

Confident Skills Show

Each year, we take a selected group of Year 9 and 10 students to the Confident Futures Skills Show – Buckinghamshire's flagship experiential careers event designed for young people with special educational needs and disabilities (SEND) or those facing barriers to entering the workforce. This event provides an inclusive and supportive environment where students can explore a wide range of career pathways, engage with employers, and develop essential employability skills through hands-on activities. It plays a vital role in raising aspirations, building confidence, and helping students understand the opportunities available to them beyond school.

Post 16 Transition Support

We work together with local colleges and training providers to ensure adequate transition support in put in place. This helps to support the student in ensure their next steps as aspirational and meets their needs.

SEND provision

Working collaboratively with the Careers Lead and the SENCO, they ensure that all SEND students with an Education, Health and Care Plan (EHCP) complete a comprehensive Vocational Profile during Year 11.

This collaborative approach supports effective transition planning and ensures that the careers guidance provided is tailored to meet the individual needs and aspirations of each student.



PARENTS & CARERS

Parents and carers play a vital role in our careers programme — not only in supporting their own children with decision-making and aspirations but also by contributing valuable resources and employer connections for wider student benefit. We actively seek to strengthen communication and collaboration with families through regular updates, events, and information-sharing. Their involvement is key in broadening opportunities and ensuring all students are supported in making informed and ambitious choices for their futures.

CLASSROOM TO CAREERS

Parent & Carers Communication

To ensure students and parents stay informed, we publish the Careers in the Classroom newsletter (produced by the Bucks Skills Hub) on our website.

This newsletter is now also shared via the school's Careers Google Classroom and the main TMS newsletter to maximise its reach. It features local opportunities, upcoming events, and up-to-date labour market information tailored to students living in Buckinghamshire, helping to support informed choices about future pathways.

TMS Newsletter & Social Media

The team at TMS continue to use their social media and parent newsletters as an opportunity to share highlights within the careers programme but advertising events to sharing student testimonies.





Calling All

If you are a parent or local business and have capacity to support TMS Careers Programme please email Mrs Laura Redrup on lredrup@TMSbucks.com

Our Careers Leads are also available for appointment bookings for progress evening of students in Year 10-13.

Internal & External Careers Support

We are supported by a wide range of internal and external stakeholders, who contribute both strategically and practically to ensure the delivery of a high-quality careers provision. Together, they provide valuable guidance, resources, and opportunities to ensure all students receive meaningful and informed careers education.

School Governor

We are delighted to have Victoria Shenton as the designated governor with responsibility for Careers. She works closely with the school's Careers Coordinator, and together they meet regularly to review and evaluate the school's careers provision.

This ongoing collaboration helps ensure that our careers programme remains strategic, well-resourced, and aligned with both the needs of our students and national benchmarks.

Bucks Skills Hub

We work in close partnership with the Bucks Skills Hub to enhance our careers provision. With regular support meetings with our Enterprise Coordinator, Emma Lister, and our Employment Adviser, Gill Harding. Their ongoing guidance and expertise provide us with valuable business connections and strategic support.

This partnership strengthens our ability to offer meaningful employer encounters and ensures our careers programme continues to develop in line with national best practice.

Buckinghamshire Careers Lead Network

TMS is an active member of the Buckinghamshire Careers Lead Hub, a network of over 50 Careers Coordinators from across the county. The group meets regularly, both in person and online, to share best practice, resources, and ideas.

This collaborative network has had a positive impact on our careers programme, allowing us to remain up to date with local and national developments, enhance our provision, and continuously improve outcomes for our students.



Senior Leadership

Across all schools in the IAT, careers education is strategically supported at a senior level. Each school has a designated SLT (Senior Leadership Team) link working alongside the Careers Coordinator.

This structure ensures that careers provision is prioritised within whole-school planning, enabling timely decision-making and the effective implementation of new initiatives.

Careers Coordinators & IAT Trust Lead

As well as designated Careers Coordinator across all IAT schools 2025 also marked the launch of an IAT Careers Lead role.

This strategic position enables a consistent, trust-wide approach to careers education, supporting collaboration across all IAT schools. By streamlining processes, sharing resources, and aligning priorities, the role has contributed to greater efficiency - saving both time and money - while raising the overall quality and impact of the careers programme.

Teacher Encounters

We have been fortunate to participate in two Teacher Encounter experiences. These opportunities allowed staff to step outside the classroom and gain first hand insight into the evolving careers landscape.

The experience was shared with the wider school community, helping to strengthen the link between curriculum learning and real-world career opportunities.



Provider Access Requirements

Mandatory Encounters: Schools must provide a minimum of six encounters with approved providers of apprenticeships and technical education for all students in years 8 through 13.

Specific Requirements by Key Stage:

- Years 8 or 9: Two mandatory encounters for all students.
- Years 10 or 11: Two mandatory encounters for all students.
- Years 12 or 13: Two encounters that the school must provide, but student attendance is optional.

For more information, see our Provider Access Policy.

Bucks College Group

It is vital that students are fully informed of all their post-16 options. While we are proud of our excellent Sixth Form provision offering A Levels and Level 3 BTECs, we recognise that these pathways are not suitable for all learners.

To ensure students make informed decisions, we welcome speakers from Buckinghamshire College Group (BCG) to share information about the wide range of vocational courses and alternative qualifications available.

UTC

These sessions form part of our broader commitment to ensuring all students are fully informed about the range of educational pathways available to them.

By hearing directly from UTC representatives, students gain valuable insight into vocational and technical routes, helping them make informed decisions about their future education and career plans.

Higher Education

We have forged strong partnerships with local universities —including Oxford Brookes, Buckinghamshire New University, and the University of Buckingham. Representatives from each institution are regularly welcomed into school to deliver talks to our students.

These sessions provide valuable insight into university life, the application process, and the wide variety of courses available. By engaging directly with higher education providers, students gain a clearer understanding of their post-18 options and are encouraged to consider university as an aspirational and achievable goal.

Other Speakers, Employer Encounters & Activities

We also welcome trips, visitors, and guest speakers from a wide range of sectors to enrich and broaden our careers provision. These encounters provide students with valuable insights into different industries and career pathways, helping them make informed decisions about their future aspirations.

- Aerospace Roadshow
- Pinewood Futures Festival
- Oxford University STEM Trip
- Alumni Networking
- MedSoc
- Careers in...Talks
- MFL and Careers
- Careers Quest Pilot
- Norland University
- Richardson Accountants
- EKFB
- APM
- Red Bull Technology
- Springpod
- Martin Baker
- Ercol
- Hearing Dogs
- Royal Holloway



THE MANDEVILLE SCHOOL

For more information or to find out how you can get involved, please visit our website or reach out to us.

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