

**DARUL ULOOM**  
**CAREERS POLICY**  
**October 2024**



**Ratified by the Trustee: 07 October 2024**  
**Signed by the Trustee: 07 October 2024**

**To be reviewed: 01 September 2025**

# **CAREERS AND ENTERPRISE PROGRAMME**

**2024/25**

**OCTOBER 2024**

## **SUMMARY**

Navigating post-16 options can be daunting for both parents and students. The Careers and Enterprise programme, designed specifically for Darul Uloom, offers a whole-school service that gives students informed access to their options in line with the school's values, its students' values, and statutory governance.

The Darul Uloom has designed a self-reflective, highly individualised careers programme for students progressing from Years 7 to 11. In Years 7 and 8, students are encouraged to explore themselves and their interests and begin to make decisions about their interests and pursuits. This is done in a way embedded in school life to provide a safe environment for student ideas to grow. From Year 9 onwards, Darul Uloom focuses on continuing the process of student self-reflection but re-focusing it on looking specifically at suitable careers for students, beginning to expose and inspire students with the world outside Darul Uloom so they feel excited and optimistic about the numerous opportunities available to them. In Years 10 and 11, students are encouraged to gain experience in something they could do upon leaving Darul Uloom; they are offered courses which increase employability and maximise their chances of success. They are also supported to ensure they leave Darul Uloom feeling confident they are on a desired path.

## Document Control

<b>Date of last review</b>	October 2024
<b>Date of next review</b>	October 2025
<b>Review Period</b>	1 Year
<b>Version</b>	1

## Key Information

<b>Careers Leader</b>	Mohammed Qasim
<b>Telephone</b>	0121 688 6507
<b>Email</b>	<a href="mailto:mohammedqasim@darululoom.org.uk">mohammedqasim@darululoom.org.uk</a>

---

<b>A stable careers programme</b>	<b>Gatsby 1</b>
<b>Learning from career and labour market information</b>	<b>Gatsby 2</b>
<b>Addressing the needs of each pupil</b>	<b>Gatsby 3</b>
<b>Linking curriculum learning to careers</b>	<b>Gatsby 4</b>
<b>Encounters with employers and employees</b>	<b>Gatsby 5</b>
<b>Experiences of workplaces</b>	<b>Gatsby 6</b>
<b>Encounters with further and higher education</b>	<b>Gatsby 7</b>
<b>Personal guidance</b>	<b>Gatsby 8</b>

---

## YEAR 7 CAREERS & ENTERPRISE PROGRAMME 2024/25

The Year 7 program focuses on both personal and professional development. Students will gain social and mental skills, such as teamwork and problem-solving, to build strong foundations. To explore career options, they'll participate in activities like career questionnaires, school visits from professionals in various fields, and online resources. The program also offers practical experiences, such as first aid training and university prospectus exploration, to prepare students for future challenges and opportunities.

ACTIVITY	TITLE	DESCRIPTION	GATSBY BY	TIMESCALE
PSHE sessions	Social and Mental skills are required to succeed in any walk of life.	Students will learn essential social and mental skills which will allow them to develop into responsible young adults.	Gatsby 1/3	Throughout
Careers Questionnaire	Careers Questionnaire	Assess where students are in their thinking on careers education and inform careers advisor on student needs and interests that are to be catered for	Gatsby 3/8	October
School visit	School visit from Golf Coach	Provide students with exposure to jobs in the golfing sports industry.	Gatsby 5	October
School visit	School visit from Imam/Islamic Scholar	Provide students with exposure to jobs and requirements to go into the field of Islamic studies or community leadership.	Gatsby 5	October
Careers Pathway Quiz	National Careers Service  <a href="https://nationalcareers.service.gov.uk/discover-your-skills-and-careers">https://nationalcareers.service.gov.uk/discover-your-skills-and-careers</a>	To better understand students' skills and preferences, correlate the data with findings to expand on students' data around careers.	Gatsby 8	November
Careers Workshop	KS3 STEM Careers Workshop	To explore STEM careers connected to their interests and aptitudes while practising STEM concepts that are key for career readiness.	Gatsby 1	November
Careers Online Resources	Parliament Week	Alongside lessons about democracy in year 7, students will gain a fuller understanding	Gatsby 4/5	November

		of the UK parliamentary system through online resources.		
Personality Test	16 Personalities	Encourage student self-reflection so they can begin to think about the futures they wish to carve out for themselves.	Gatsby 3	January
Subject-specific careers	Subject-specific careers	Teachers will begin each lesson with a brief discussion of a particular career that can be accessed through their subject.	Gatsby 2/4	January
School visit	School visit from Public Service worker	Provide students with exposure to jobs and requirements to go into the field of public service.	Gatsby 5	January
School visit	School with from Medical Service worker	Provide students with exposure to jobs and requirements to go into the field of medical service.	Gatsby 5	January
First Aid Training	Red Cross	The Red Cross will come to school and deliver First Aid to students across year groups.	Gatsby 4/5	February
Careers Research	<a href="https://icould.com/">https://icould.com/</a>	The link to the website will be uploaded to Google Classroom. Students will be able to access videos of professionals in different industries and learn about the wide range of careers they could progress into.	Gatsby 2/5/6	March
Careers Workshop	Looking at university prospectuses	Students will visit the library in groups of five to examine university prospectuses to understand the pathways available to them when searching for a career.	Gatsby 7	April

## YEAR 8 CAREERS & ENTERPRISE PROGRAMME 2024/25

The Year 8 Careers & Enterprise Programme helps students develop social/mental skills and explore future careers. They'll build essential skills through PSHE sessions and then delve into career options with activities like questionnaires, guest speakers from various fields, and online resources. Practical experiences like first aid training and university prospectus exploration further prepare them for different paths. The program uses Gatsby Benchmarks throughout the year to ensure broad career exposure, self-discovery, and informed future decisions.

ACTIVITY	TITLE	DESCRIPTION	GATSBY	TIMESCALE
PSHE sessions	Social and Mental skills are required to succeed in any walk of life.	Students will learn essential social and mental skills which will allow them to develop into responsible young adults.	Gatsby 1/3	Throughout
Careers Questionnaire	Careers Questionnaire	Assess where students are in their thinking on careers education and inform careers advisor on student needs and interests that are to be catered for	Gatsby 3/8	October
School visit	School visit from Golf Coach	Provide students with exposure to jobs in the golfing sports industry.	Gatsby 5	October
School visit	School visit from Imam/Islamic Scholar	Provide students with exposure to jobs and requirements to go into the field of Islamic studies or community leadership.	Gatsby 5	October
Careers Pathway Quiz	National Careers Service <a href="https://nationalcareers.service.gov.uk/discover-your-skills-and-careers">https://nationalcareers.service.gov.uk/discover-your-skills-and-careers</a>	To better understand students' skills and preferences, correlate the data with findings to expand on students' data around careers.	Gatsby 8	November
Careers Workshop	KS3 STEM Careers Workshop	To explore STEM careers connected to their interests and aptitudes while practising STEM concepts that are key for career readiness.	Gatsby 1	November

Careers Online Resources	Parliament Week	Alongside lessons taught about democracy in year 7, students will get a fuller understanding of the UK parliamentary system through online resources.	Gatsby 4/5	November
Personality Test	16 Personalities	Encourage student self-reflection so they can begin to think about the futures they wish to carve out for themselves.	Gatsby 3	January
Subject-specific careers	Subject-specific careers	Teachers will begin each lesson with a brief discussion of a particular career that can be accessed through their subject.	Gatsby 2/4	January
School visit	School visit from Public Service worker	Provide students with exposure to jobs and requirements to go into the field of public service.	Gatsby 5	January
School visit	School with from Medical Service worker	Provide students with exposure to jobs and requirements to go into the field of medical service.	Gatsby 5	January
First Aid Training	Red Cross	The Red Cross will come to school and deliver First Aid to students across year groups.	Gatsby 4/5	February
School visit	Former students to come in and discuss options with students.	Students who have gone through the system at DU and embarked on different career paths will be welcomed in to speak to students about their experiences.	Gatsby 5/9	January
Careers Research	<a href="https://icould.com/">https://icould.com/</a>	The link to the website will be uploaded to Google Classroom. Students will be able to access videos of professionals in different industries and learn about	Gatsby 2/5/6	March



		the wide range of careers they could progress into.		
Careers Workshop	Looking at university prospectuses	Students will visit the library in groups of five to examine university prospectuses to understand the pathways available to them when searching for a career.	Gatsby 7	April

## YEAR 9 CAREERS & ENTERPRISE PROGRAMME 2024/25

The Year 9 Careers & Enterprise Programme aims to equip students with personal and professional skills. It focuses on developing social and mental skills through PSHE sessions while exposing them to various career paths. Students are encouraged to explore their interests and make informed choices about their future through guest speakers, online resources, and practical experiences like first aid training and university prospectus exploration. The program aligns with Gatsby Benchmarks, ensuring a comprehensive approach to career education and guidance.

ACTIVITY	TITLE	DESCRIPTION	GATSBY	TIMESCALE
PSHE sessions	Social and Mental skills are required to succeed in any walk of life.	Students will learn critical social and mental skills which will allow them to develop into responsible young adults.	Gatsby 1/3	Throughout
Careers Questionnaire	Careers Questionnaire	Assess where students are in their thinking on careers education and inform careers advisor on student needs and interests that are to be catered for	Gatsby 3/8	October
School visit	School visit from Golf Coach	Provide students with exposure of jobs in the golfing sport industry.	Gatsby 5	October
School visit	School visit from Imam/Islamic Scholar	Provide students with exposure of jobs and requirements to go into the field of Islamic studies or community leadership	Gatsby 5	October
Careers Pathway Quiz	National Careers Service  <a href="https://nationalcareers.service.gov.uk/discover-your-skills-and-careers">https://nationalcareers.service.gov.uk/discover-your-skills-and-careers</a>	To get a better understanding of the skills and preferences of students and correlate the data with findings to expand on students' data around careers.	Gatsby 8	November
Careers Workshop	KS3 STEM Careers Workshop	To explore STEM careers connected to their interests and aptitudes, while practicing STEM concepts that are key for career readiness.	Gatsby 1	November

Careers Online Resources	Parliament Week	Alongside lessons about democracy in year 7, students will gain a fuller understanding of the UK parliamentary system through online resources.	Gatsby 4/5	November
Personality Test	16 Personalities	Encourage student self-reflection so they can begin to think about the futures they wish to carve out for themselves.	Gatsby 3	January
Subject-specific careers	Subject-specific careers	Teachers will begin each lesson with a brief discussion of a particular career that can be accessed through their subject.	Gatsby 2/4	January
School visit	School visit from Public Service worker	Provide students with exposure to jobs and requirements to go into the field of public service.	Gatsby 5	January
School visit	School with from Medical Service worker	Provide students with exposure to jobs and requirements to go into the field of medical service.	Gatsby 5	January
First Aid Training	Red Cross	The Red Cross will come to school and deliver First Aid to students across year groups.	Gatsby 4/5	February
School visit	Former students to come in and discuss options with students.	Students who have gone through the system at DU and embarked on different career paths will be welcomed in to speak to students about their experiences.	Gatsby 5/9	January
Careers Research	<a href="https://icould.com/">https://icould.com/</a>	The link to the website will be uploaded to Google Classroom. Students will be able to access videos of professionals in different industries and learn about	Gatsby 2/5/6	March

		the wide range of careers they could progress into.		
Careers Workshop	Looking at university prospectuses	Students will visit the library in groups of five to examine university prospectuses to understand the pathways available to them when searching for a career.	Gatsby 7	April
PSHE Sessions	CV and Portfolio Development	Pupils are encouraged to consider developing CVs and maintaining a portfolio of their achievements.	Gatsby 3/4	June/July

## YEAR 10 CAREERS & ENTERPRISE PROGRAMME 2024/25

This Year 10 Careers program focuses on both personal and professional development. PSHE sessions help students build essential social and mental skills. Career exploration activities include interviews, questionnaires, guest speakers from diverse fields, online resources, and practical experiences like first aid training and university visits. The program incorporates Gatsby Benchmarks throughout the year to ensure a well-rounded approach. Students gain exposure to different careers, learn about their strengths and interests, and participate in work experience placements to make informed decisions about their futures. The program concludes with sessions on developing CVs and portfolios to prepare them for future job applications.

ACTIVITY	TITLE	DESCRIPTION	GATSBY	TIMESCALE
PSHE sessions	Social and Mental skills are required to succeed in any walk of life.	Students will learn critical social and mental skills which will allow them to develop into responsible young adults.	Gatsby 1/3	Throughout
Careers Interview	Careers interview with Careers Lead	Students will have an interview with the Careers Lead to start formulating a plan of action for their post-school career.	Gatsby 8	Throughout
Careers Questionnaire	Careers Questionnaire	Assess where students are in their thinking on careers education and inform careers advisor on student needs and interests that are to be catered for	Gatsby 3/8	October
School visit	School visit from Golf Coach	Provide students with exposure to jobs in the golfing sports industry.	Gatsby 5	October
School visit	School visit from Imam/Islamic Scholar	Provide students with exposure to jobs and requirements to go into the field of Islamic studies or community leadership.	Gatsby 5	October
NHS Work Experience Programme	NHS Work Experience Programme	Students will be offered to participate in a six-day (over six-month) work experience programme with the NHS, during which they will learn	Gatsby 6	October

		about the different aspects of work within the NHS.		
Careers Pathway Quiz	National Careers Service <a href="https://nationalcareers.service.gov.uk/discover-your-skills-and-careers">https://nationalcareers.service.gov.uk/discover-your-skills-and-careers</a>	To better understand students' skills and preferences and correlate the data with findings to expand on students' data around careers.	Gatsby 8	November
Careers Online Resources	Parliament Week	Alongside lessons about democracy in year 7, students will gain a fuller understanding of the UK parliamentary system through online resources.	Gatsby 4/5	November
Work Experience Preparation	Letter writing support for work experience	Students were supported by their English teacher to write letters to proposed work experience placements and were also informed how to write and send emails to potential work experience placements.	Gatsby 6/8	December
Personality Test	16 Personalities	Encourage student self-reflection so they can begin to think about the futures they wish to carve out for themselves.	Gatsby 3	January
Subject-specific careers	Subject-specific careers	Teachers will begin each lesson with a brief discussion of a particular career that can be accessed through their subject.	Gatsby 2/4	January
School visit	School visit from Public Service worker	Provide students with exposure to jobs and requirements to go into the field of public service.	Gatsby 5	January
School visit	School with from Medical Service worker	Provide students with exposure to jobs and requirements to go into the field of medical service.	Gatsby 5	January

School visit	Former students will come in and discuss options with students.	Students who have gone through the system at DU and embarked on different career paths will be welcomed in to speak to students about their experiences.	Gatsby 5/9	January
Apprenticeship presentations and webinars	What is an apprenticeship?	All students receive information regarding the apprenticeship pathway for post-16/post-18 study.	Gatsby 2/5/6/7	February
First Aid Training	Red Cross	The Red Cross will come to school and deliver First Aid to students across year groups.	Gatsby 4/5	February
School Trip	Newnham College Cambridge/ Cambridge Mosque	Students in years 10 and 11 will go on a trip to Newnham College, where they will participate in workshops and get a taste of university life.	Gatsby 5/6/7	February
Work Experience	Work Experience Placement	Students will go on a weekly placement in the world of work, preferably suited with data collated on future career ambitions and prospects.	Gatsby 5/6	February
Careers Research	<a href="https://icould.com/">https://icould.com/</a>	The link to the website will be uploaded to Google Classroom. Students will be able to access videos of professionals in different industries and learn about the wide range of careers they could progress into.	Gatsby 2/5/6	March
Careers Workshop	Looking at university prospectuses	Students will visit the library in groups of five to examine university prospectuses to understand the pathways available to them when searching for a career.	Gatsby 7	April
PSHE Sessions	CV and Portfolio Development	Pupils are encouraged to consider developing CVs and maintaining a portfolio of their achievements.	Gatsby 3/4	June/July

## YEAR 11 CAREERS & ENTERPRISE PROGRAMME 2024/25

This Year 11 Careers program helps students develop both personal and professional skills. PSHE sessions focus on building social and mental resilience. The program is designed to equip students with the social, mental, and career skills they need to succeed. It includes activities like PSHE sessions to develop social and mental skills, career interviews to plan future careers, and guest speakers from various professions to provide exposure to different job opportunities. Additionally, the program incorporates online resources, personality tests, and subject-specific career discussions to guide students towards suitable paths. Regular tracking and support are offered to ensure all students have a clear post-school plan and are not at risk of becoming NEET (Not in Education, Employment, or Training).

ACTIVITY	TITLE	DESCRIPTION	GATSBY	TIMESCALE
PSHE sessions	Social and Mental skills are required to succeed in any walk of life.	Students will learn critical social and mental skills which will allow them to develop into responsible young adults.	Gatsby 1/3	Throughout
Careers Interview	Careers interview with Careers Lead	Students will have an interview with the Careers Lead to start formulating a plan of action for their post-school career.	Gatsby 8	Throughout
Careers Questionnaire	Careers Questionnaire	Assess where students are in their thinking on careers education and inform careers advisor on student needs and interests that are to be catered for	Gatsby 3/8	October
School visit	School visit from Golf Coach	Provide students with exposure to jobs in the golfing sports industry.	Gatsby 5	October
School visit	School visit from Imam/Islamic Scholar	Provide students with exposure to jobs and requirements to go into the field of Islamic studies or community leadership.	Gatsby 5	October
NHS Work Experience Programme	NHS Work Experience Programme	Students will be offered to participate in a six-day (over six-month) work experience programme with the NHS,	Gatsby 6	October



		during which they will learn about the different aspects of work within the NHS.		
Careers Information	Crown Prosecution Service	Students are given online content via Google Classroom to learn about career pathways within the Crown Prosecution Service.	Gatsby 2	November
Careers Pathway Quiz	National Careers Service <a href="https://nationalcareers.service.gov.uk/discover-your-skills-and-careers">https://nationalcareers.service.gov.uk/discover-your-skills-and-careers</a>	To better understand students' skills and preferences and correlate the data with findings to expand on students' data around careers.	Gatsby 8	November
Careers Online Resources	Parliament Week	Alongside lessons about democracy in year 7, students will gain a fuller understanding of the UK parliamentary system through online resources.	Gatsby 4/5	November
START	Students will submit their CVs to START and begin to apply to their chosen paths after Dar Uloom.	Students will use START to its full capacity, ensuring they have uploaded their CVs, job matches, cover letters, etc...	Gatsby 1/2	November
Personality Test	16 Personalities	Encourage student self-reflection so they can begin to think about the futures they wish to carve out for themselves.	Gatsby 3	January
Subject-specific careers	Subject-specific careers	Teachers will begin each lesson with a brief discussion of a particular career that can be accessed through their subject.	Gatsby 2/4	January
School visit	School visit from Public Service worker	Provide students with exposure to jobs and requirements to go into the field of public service.	Gatsby 5	January
School visit	School visit from Medical Service worker	Provide students with exposure to jobs and	Gatsby 5	January

		requirements to go into the field of medical service.		
School visit	Former students will come in and discuss options with students.	Students who have gone through the system at DU and embarked on different career paths will be welcomed in to speak to students about their experiences.	Gatsby 5/9	January
Pre-destination register	Tracking of proposed destinations	A database of destinations for pupils is compiled, and those who are at risk of being NEET receive the requisitesupport.	Gatsby 1	Dec-April
First Aid Training	Red Cross	The Red Cross will come to school and deliver First Aid to students across year groups.	Gatsby 4/5	February
School Trip	Newnham College Cambridge/ Cambridge Mosque	Students in years 10 and 11 will go on a trip to Newnham College, where they will participate in workshops and get a taste of university life.	Gatsby 5/6/7	February
Careers Research	<a href="https://icould.com/">https://icould.com/</a>	The link to the website will be uploaded to Google Classroom. Students will be able to access videos of professionals in different industries and learn about the wide range of careers they could progress into.	Gatsby 2/5/6	March
Pupil Interviews	Post Y11 pathways interview	Every pupil has an interview in Further Education to ensure they have suitable plans post-Y11.	Gatsby 3	March