



# HUB IMPACT REPORT

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# A YEAR IN REVIEW

Last academic year has seen growth with the number of schools receiving support from the careers hub. Schools and colleges are progressing their Gatsby Benchmarks, and the number of schools with under 3 Gatsby Benchmarks is reducing. The really exciting development is how schools are now consolidating their careers education programmes and enhancing the quality of their provision using the Internal Leadership Reviews framework and the Peer-to-Peer opportunities. Last year 18 schools engaged in the Peer-to-Peer programme and although it is early days, the impact of the Peer-to-Peer reviews is fantastic. We have received great feedback with schools saying:

The day provided valuable reflection, and participants left feeling confident with clear priorities to focus on in the upcoming academic year.

**VICTORIA HILL, ASSISTANT  
HEADTEACHER, CLEEVE  
MEADOW**

This session has really made me understand Careers and that it's a whole school approach... I will definitely be discussing this in our next SLT meeting.

**SLT MEMBER - LIME ACADEMY  
FOREST APPROACH**

In addition, the revised Careers Statutory Guidance was launched, and training was offered through webinars and face to face CPD at Teesside University in Stratford, which enabled schools to progress the new Modern Work Experience and work with parents over the coming years.

Young people's understanding of the labour market has never been more important as the number of young people who are NEET in London increases. The hub has developed resources to support all our stakeholders to create excellent careers programmes, which are now on the new [website](#). Schools and Colleges also accessed £35,000 worth of funding to support innovative career projects in their establishments through our Careers Impact Fund (CIF).

# A YEAR IN REVIEW

In addition to our Enterprise Coordinators working with schools, the Hub has evolved our Visiting Industry Professional Days (VIP Days), which are proving very popular and reflect the benefits of moving to the new Equalex model. Students attending VIP Days are inspired, telling us that following a visit within one of our key sectors, their next step would be to research more into that sector and organisation.

Furthermore, 144 Teachers were booked onto 8 Teacher Encounter visits over the course of the year and they have told us that how the sessions are very useful in linking classroom content with careers at all levels.

The work of the hub is making an impact as young people tell us and their schools that they are inspired to look at wider variety of career options - "I am considering architecture as a career and will be doing more research after GCSEs" - student from Mayfield School, attending an Open City VIP Day.

We will continue to expand and support our schools, colleges and young people. Please read below about the progress and activities in each of the Local London boroughs.

From the whole Careers Hub Team, we would like to thank all stakeholders: head teachers, governors, GLA, CEC and local authorities for the support you give to the Hub. Most importantly a THANK YOU has to go to all our business volunteers/enterprise advisers and their organisations who support our work on top of their day jobs. And a final BIG THANK YOU to our career leaders, who work tirelessly to ensure young people are inspired and provided with the careers management skills for their future.

Let's move into another great year driving the Careers Education and IAG agenda in our education establishments with the support of our employers to help our future workforce and ultimately our economy.

# BARKING & DAGENHAM

Barking and Dagenham has made steady progress in careers education across Barking and Dagenham, with our borough's Gatsby Benchmark average rising from 4.8 to 5.2, bringing the borough in line with neighbouring areas and reflecting the dedication of our schools and partners.

Schools engaged in a wide range of impactful activities - from Teacher Encounters and Visiting Industry Professional (VIP) days to CPD sessions and conferences. Our localised CPD session focused on supporting students at risk of becoming NEET, which was informative and the learnings can be taken forward in 25/26.

A key highlight was The Sydney Russell School being the first in the borough to complete the Internal Leadership Review and assess their careers provision using the new Careers Impact System's Maturity Model. Their collaboration with Havering schools through a Peer-to-Peer review and their presentation at the head teachers conference highlighted strong leadership and innovation.

Jo Richardson School was recognised nationally for its exceptional apprenticeship uptake, earning praise from Amazing Apprenticeships. We welcomed Mayesbrook Park School to our PRU CEIAG project, helping shape more inclusive and tailored careers guidance.

With growing interest in sustainability, students and staff took part in Formula E's Driving Force workshops, Girls on Track, and a Teacher Encounter at CEME, exploring green careers. The Social Enterprise Dragons' Den celebrated youth innovation. Congratulations to Eastbury Community School for winning with their 'Helping Hands' project tackling hygiene poverty, and well done to Barking Abbey, Riverside, Greatfields, and All Saints for their great ideas.

Well done to Riverside School for attending our Careers in Marketing Workshop, where Penguin Books joined us and awarded them a creativity competition prize. Finally, our parent and carer event at CEME empowered families to support their child(ren) to make informed career choices – thank you to Barking and Dagenham College for their partnership.



# BEXLEY

Over the past year, Bexley schools have demonstrated a strong commitment to enhancing careers education. An impressive 92% of schools and colleges in the borough are actively engaged with the Careers Hub, achieving an average of 5.2 Gatsby Benchmarks. Notably, 91% of these institutions have met three or more benchmarks, reflecting consistent progress in delivering quality careers guidance.

Three schools participated in a Peer-to-Peer review, showcasing a collaborative approach to improving careers programmes through shared best practices. Additionally, 10% of Bexley schools completed the Future Skills Questionnaire, a valuable tool that helps measure students' career readiness. This data empowers career leaders to identify gaps in skills and knowledge, enabling them to tailor programmes that better support students' career journeys.

These achievements highlight the proactive and reflective approach of Bexley schools in preparing students for their futures.

## Careers Impact Fund: Expanding Horizons in Bexley Schools

Schools in Bexley were invited to apply for the Hub's Careers Impact Fund, offering up to £1,000 to support activities aligned with Gatsby Benchmarks 6 and 7. Two standout examples from this year's funding round come from Blackfen School for Girls and Townley Grammar School, each demonstrating innovative approaches to raising aspirations and improving career outcomes for their students.

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I think the trip overall went very well, as the teachers were really nice and we got to know so much about the university. It also made me more excited to apply, as even though the application process, especially for Oxbridge, is really tough and competitive, it sounded exciting to actually study there.

Year 10 student - Townley Grammar

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Blackfen School for Girls supported 15 Year 10 students who are Pupil Premium, Free School Meal, and working towards grades 3 - 5. These students often face barriers to progression, including limited access to professional networks. Partnering with Future Frontiers, the school delivered a two-year programme combining one-to-one coaching with careers guidance. Students visited Blenheim Underwriting, a London-based insurance firm, fulfilling Benchmark 6 by gaining real-world workplace experience. They explored career options, developed action plans, and engaged with professionals from diverse sectors. A new online portal now allows students to stay connected with mentors into Year 11, supporting long-term planning and confidence.

Townley Grammar School used the fund to take 18 high-achieving students from disadvantaged backgrounds (Free School Meal or bursary recipients) to Oxford University, addressing Benchmark 7. The visit aimed to raise aspirations and challenge misconceptions about elite universities. For many, the cost of travel would have been a barrier, funding made the experience accessible. Students gained insight into academic life and left feeling more confident about applying to competitive institutions.

Both projects demonstrate how small-scale funding can make a big difference, removing barriers, raising aspirations, and connecting students with meaningful opportunities. The Careers Impact Fund continues to be a valuable tool in helping schools deliver high-quality, inclusive careers education.



# BROMLEY

The Careers Impact Fund, awarded by the Hub, enabled Bromley schools to deliver targeted careers education. Participating schools Charles Darwin, Langley Park School for Girls and Boys, Hayes, Ravensbourne, and Ravenswood used the funding to overcome barriers and create inclusive opportunities aligned with Gatsby Benchmarks.

Ravensbourne School partnered with RC Vision CIC to deliver a hands-on STEM programme for over 100 students in Years 8–10, focusing on those with SEND and Pupil Premium. Students engaged in RC car engineering workshops simulating workplace environments, meeting Gatsby Benchmarks 6 and 7. The programme boosted confidence, teamwork, and interest in STEM careers.



“It was fun and different. I felt like I was part of a team and learned loads about jobs I didn't even know existed –  
Year 10 student”

Three Bromley schools St Olave's Grammar School, Newstead Wood School, and Langley Park School for Girls completed the Internal Leadership Review and Peer-to-Peer Review. These reviews supported strategic planning and improvement of careers programmes.

**SLT – St Olaves Grammar School** - “Thanks to Chrisoulla, Caroline and Jenny, for a well-planned and well-executed day which was both valuable and enjoyable in equal measure. We have a lot of useful takeaways from the day (albeit not such that we feel swamped!), and a renewed sense of urgency to address our strategic priorities at this crucial point in the school year.”

**CL - Newstead Wood School** - “Completing the Career Impact Peer-to-Peer review alongside Langley Park School for Girls was a great opportunity to celebrate our successes and discuss actions to improve our careers programme. I came away feeling really motivated by the conversations and ready to put these actions into practice. Thank you to Caroline and Jenny for facilitating such a valuable experience. Would recommend other schools to complete the Career Impact Review.”

Ahead of the new statutory guidance for careers education and in response to some of the challenges experienced by schools in Enfield, a Future Focus event for parents and carers was hosted by Enfield Grammar School in April. Over 100 parents and carers attended workshops and met with employers, local colleges and training providers.

Attendees reported having a greater awareness of the job and learning pathways available in the borough, whilst others felt more empowered to better support their children with their career choices.

In addition, a localised CPD session was commissioned by Careers Hub East targeting career leaders in Enfield to support continuous quality improvement. This was a terrific opportunity to learn further strategies to enhance parental engagement and develop school career web pages.



# GREENWICH

Schools in Greenwich had an excellent year. Overall, 18 out of 22 schools have achieved 100% for work experience, which with the introduction of the new statutory guidance puts both special schools and mainstream schools in Greenwich in a very strong position for 25/26. The schools have made more progress over time than any other borough.

## **Willow Dene and linking the local economy to young people:**

Students from special school Willow Dene have developed a number of enterprise projects including an in-school cafe run by Sixth Form students. Willow Denes' SLT, alongside Emily Carlson - Enterprise Adviser from KPMG - organised two insight days for young people in sixth form to have their in-school catering projects complemented by seeing cafes being run in the workplace.

Students also experienced some great VR headsets and learnt more about artificial intelligence. Students travelled independently to KPMG using public transport.

The Hub is now well connected to Greenwich local authority. Thus the Careers Hub were asked to present at their Social Value Showcase. This was an excellent networking event enabling new employer, provider and social enterprise partnerships.

The Greenwich Social Value Partnership has facilitated the building of strong links between local employers and schools in the borough. Employers have supported careers fairs, mock interviews, and employability events, which sparked more student interest in construction careers and opened the door for future collaboration between schools and businesses. It has been great to see how these events have helped students connect with professionals and explore real career pathways.

Student and teacher feedback was incredibly positive. Students came away more confident, with a better understanding of the world of work and some great conversations with employers about future pathways.

In partnership with local businesses and Shooters Hill Sixth Form College, 40 work placements for Year 9 students were provided in a single day. Students got hands-on experience in:

- Plumbing
- Bricklaying
- Electrical work
- Painting and decorating

“

I never thought I'd enjoy bricklaying, but now I'm thinking about an apprenticeship - Year 9 student, Plumstead Manor

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“

Students really enjoyed the construction activities as the employers were able to relate to the students, get them involved and provide them feedback on their work produced - careers leader, Greenwich School

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### **Thomas Tallis and The Built Environment:**

The Hub had the pleasure of supporting an insight morning for Year 10 and Year 13 students at Thomas Tallis School alongside Open City and Accelerate Studios. Students in the sixth Form with a keen interest in architecture and Year 10 students taking a Design and Technology GCSE were invited to learn more about the built environment, planning permissions, how to plan where buildings are built, what is built and why. Pupils were then given a design brief and invited to design in teams their own 3D space which was to be linked to their local community. They are a very talented group of students with some creative individuals in the group. “I would like to explore career paths including design, architecture and creating” - Year 10 student from Thomas Tallis.

# HAVERING

This year, careers education in Havering has grown stronger, more inclusive, and more innovative than before. 100% of schools have achieved three or more Gatsby Benchmarks with 22% of schools achieving all 8 benchmarks. Havering schools are training educators to develop sustainable visions in careers through the use of resources and tools provided by the Hub.

Our schools, colleges and alternative provisions are driving 95% engagement to Benchmark 5 compared to the national average of 87%. Career leaders and their programmes are introducing more employers to young people, through Careers Education or embedding careers through a whole school approach.

## **Our Havering enterprise advisers and business volunteers have:**

- delivered webinars and articles for career leaders to deepen understanding of NHS post-16 pathways;
- created info graphics to help at New City College students to understand AI in the workplace;
- encouraged Olive Academy students to build bird boxes to enhance school environments through creative engineering skills;
- guided 50 Year 9 Hall Mead School students through a hospitality project, designing restaurant brands and learning business basics;
- facilitated a Dragons' Den-style sessions for over 150 Year 10 Abbs Cross School students on sustainable fashion and bid management;
- lead a futures event across the borough, teaching Champion School students how to use LinkedIn and build professional networks;
- designed a marketing-focused VIP Day programme for 90 students in partnership with Loughborough University, which was attended by Abbs Cross School.

Today, 95% of Havering schools enable students to experience the workplace firsthand through local employer networks and parental engagement, which is a significant rise from 52% in 2018. This growth reflects the power of collaboration with the Hub and a wide range of stakeholders in bringing real-world careers learning into the curriculum. Employers are contributing to short hybrid work experiences that provide young people with the opportunity to solve real-life work-based scenarios which enhances curriculum based career-learning.

As a result, more young people in Havering are making informed, confident choices about their futures equipped with the knowledge, networks, and inspiration to thrive.

In March, the Hub in partnership with CEME in Rainham, hosted a transformative event aimed at equipping teachers from Havering and neighbouring boroughs including Barking & Dagenham and Thurrock, with the knowledge and tools to integrate sustainability and green careers into their teaching practice. This initiative was part of the Green Skills Showcase, funded by the Thames Freeport Community Skills Fund and delivered in partnership with Local London. Teachers across the boroughs found this experience meaningful and were able to share their learning back in school with other teachers so enhancing their careers learning.

“

The teacher encounter at CEME was very informative, lots of information that I am able to share with students, thank you - careers leader, Drapers Academy

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# NEWHAM

During the last academic year, engagement with Newham schools has steadily increased, with notable progress in achieving Gatsby Benchmarks and continuous improvement in the quality of careers provision across the borough.

As part of our commitment to continuous improvement, two Newham schools, Eastlea School and St Angela's Ursuline School participated in our Careers Impact System during the summer term, alongside Mayfield School from Redbridge. This collaborative Peer-to-Peer session provided a platform for schools to share challenges, showcase good practice, and develop action plans for improvement.

The process began with each school completing an Internal Leadership Review, a key component of the Careers Impact System. This structured, whole-school approach helps identify strengths and areas for development in careers leadership, aligning with the CEC Maturity Model. The reviews were then discussed in depth during the Peer-to-Peer session, fostering dialogue and mutual learning.

The event was hosted at Newham College, with lunch prepared and served by Level 1 Hospitality SEND learners offering them valuable work experience and a chance to demonstrate their skills in a real-world setting. The day concluded with SLT and careers leaders leaving with a clear action plan and renewed motivation to drive careers provision forward in their schools.



The hub has supported Newham schools with career workshops and amplifying apprentice pathways.

“

I would recommend the Peer-to-Peer experience to all other careers leads in Newham -  
St Angela's Ursuline School

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“

The Peer-to-Peer is a really useful process to review in depth our provision and gain an insight into other schools' offers and processes -  
SLT, Eastlea School

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### **Careers Enrichment Session on Apprenticeships at St Bonaventure's School**

St Bonaventure's School in Forest Gate engaged 30 Year 12 students in a dynamic session aimed at offering valuable insights into degree apprenticeships and the skills and knowledge required in the workplace. The session showcased what employers look for in candidates, and strategies to enhance employability and how to stand out in the competitive job market.

The session involved alumni Shehbaaz Patel, along with his colleague Salim Patel from ESJ Accounts, who gave valuable advice on entering the workforce through degree apprenticeships.

The feedback was well received and teachers commented pupils engaged well, and they genuinely benefited from the session, with one student saying “the event was informative and relevant for many in the class as a lot of us were considering a degree apprenticeship but didn't know how to go about this route.”

# REDBRIDGE

This academic year Redbridge has seen a significant increase in engagement from schools rising from 61% to an impressive 100%. This reflects the borough's dedication and investment in embedding high quality careers education for its young people.

The schools have seen a consistent growth in their Gatsby Benchmark scores working steadily towards the national average. This uplift demonstrates the efforts of careers leaders and school staff working in collaboration with the wider community to ensure every young person has access to a sustainable careers programme.

## **Borough wide achievements**

The Social Enterprise Academy project in Redbridge, supported by Redbridge Connexions and the Careers Impact Fund, helped students from eight schools create businesses tackling social and environmental issues. Through workshops, mentoring, and a pitch event, the programme boosted confidence, teamwork, and career readiness, aligning with Gatsby Benchmarks 5.

The reestablishment of the Redbridge career leaders forum presented an invaluable opportunity to encourage collaboration across schools and wider stakeholders within the borough. More crucially to engage schools and colleges with the Careers Hub and its offer. The initiative aimed to create a sense of community, share best practices, deliver CPD and enhance access to career education for young people.

Five schools took part in VIP days and employer-commissioned activities supporting inclusive and impactful careers education. With activities being centred around curriculum learning, Gatsby Benchmark 4 has seen significant growth along with connecting young people with real-world work insights into employment.

## Empowering the Next Generation of Storytellers in the London Borough of Redbridge

Two schools explored global issues through photography and storytelling, focusing on the UN Sustainable Development Goals in collaboration with Canon. Students developed creative skills, interacted with industry professionals, and explored career pathways in media, journalism, and the arts. The programme sparked strong interest in future collaborations and inspired many students to pursue creative opportunities.

### Benchmark successes:

- 85% of institutions have achieved Gatsby Benchmark 4 (Linking curriculum learning to Careers)
- 80% of institutions have achieved Gatsby Benchmark 5 (Encounters with employers and employees)
- 61% of institutions have achieved Gatsby Benchmark 6 (Experiences of workplaces)



Learn about photo editing  
Look for a creative career  
To look more into photography and the messaging behind them  
I might choose photography for GCSE. I found this really interesting and fun.

# WALTHAM FOREST

This academic year has been a testament to the dedication, innovation, and collaborative spirit of Waltham Forest's careers community. At the start of the year, schools were achieving an average of 5.2 Gatsby Benchmarks. By the end of the year, that figure had risen to 5.8. This upward trajectory reflects the growing momentum in embedding high-quality careers education across the borough's 26 schools, colleges, and alternative provisions. This progress is a direct result of the efforts of careers leaders, enterprise advisers, and our wider support network coming together to ensure that every young person can access meaningful, future-focused careers guidance.

## **Borough wide Achievements:**

- Six schools completed the Future Skills Questionnaire, enabling more targeted and strategic careers planning.
- Four schools undertook the Internal Leadership Review, fostering a more collaborative and distributed approach to careers education.
- Four schools secured £1,000 through the Careers Impact Fund Grant, launching inspiring projects from student-led businesses to university visits.
- Seven institutions took part in 14 Visiting Industry Professionals days, connecting students with real-world insights and opportunities.
- Enterprise Adviser Partnerships: Schools worked closely with their enterprise advisers to deliver impactful events, including apprenticeship talks, work insight days in the construction sector, and mock interview sessions.
- 14 careers leaders attended Careers Hub East training and CPD events, strengthening expertise and best practice across the borough.
- 90% of institutions achieved Benchmark 5 (Encounters with Employers and Employees).
- 85% achieved Benchmark 6 (Experiences of Workplaces).

Schools in Waltham Forest are not only meeting benchmarks, but they're also using the tools and support, such as the Future Skills Questionnaires, Compass + and Internal Leadership Reviews available to build sustainable, inclusive, and aspirational careers programmes. The commitment to excellence in careers education is exciting for the borough with continuous quality improvement.



# SEND INCLUSION

The Hub has driven meaningful progress, fostered strong collaboration, and championed innovation in careers education across the SEND schools we support in our nine boroughs.

## **Careers Impact Fund Success:**

Five schools successfully accessed the Careers Impact Fund (CIF), enabling tailored initiatives that directly benefited students. A standout example is Joseph Clarke School, which used CIF to launch an on-site cafe. Students now manage and work within the cafe, developing vital skills in customer service, management, and teamwork, an inspiring model of practical learning.

We proudly supported the Waltham Forest SEND Careers Fair, attended by many career leaders and their students. A teaching assistant shared: “These events are so important for our students to see what options are out there for them. Being able to focus on their ability rather than their disability will help build our students confidence.” This feedback underscores the value of inclusive, aspirational experiences.



**Enterprise Adviser Engagement:**

New Rush Hall School in Redbridge welcomed a new enterprise adviser who has built a strong partnership with the careers leader. Their involvement in strategic planning, student engagement, and facilitating work experience opportunities has added real value to the school's careers programme.

**Leadership Development:**

We introduced Internal Leadership Reviews and Peer-to-Peer meetings this year. Eight SEND schools successfully completed Internal Leadership Reviews. We had both career leaders and a member of the Senior Leadership Team (SLT) from Little Heath, Routes4Life, and Lime Academy Forest Approach participate in a Peer-to-Peer session. This reflective space fostered collaboration, challenged assumptions, and promoted best practices in careers provision. SLT member shared: "I can now see how much goes into the careers provision and I understand the role of the careers leader... I will make sure this will be discussed in the next SLT meeting".

**Looking Ahead:**

This year's achievements reflect the power of partnership, innovation, and shared purpose. Together, we're building inclusive, impactful careers programmes that empower every SEND student to explore their future with confidence.



# THANK YOU

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Local Authority Colleagues

Career Leaders

Enterprise Advisers

Employer Partners

The Careers and Enterprise Company

Greater London Authority

We thank you for your continued support in helping every young person find their best next step.

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