# Academic and Careers Guidance Policy 2026-2027

PACE
MODERN BRITISH SCHOOL
DUBAI, UAE

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*Written By: Ms Anuradha Nebhnani*

## Policy Overview – Embrace, Empower, Evolve

At PACE Modern British School, we are committed to ensuring that all students are supported to Embrace opportunities, Empower their ambitions, and Evolve into confident, informed and independent young people who are ready to Leave Their Footprint in further education, employment and the wider world.

Academic and careers guidance at PMBS is a structured and progressive programme that enables students to explore their interests, develop self-awareness and make informed decisions about subject choices, pathways and future careers. Through meaningful guidance, employer engagement and curriculum integration, we ensure students understand the link between learning and future opportunities.

Our approach reflects international best practice and is aligned with the Gatsby Benchmarks of Good Career Guidance, ensuring that every learner has access to impartial, high-quality information and experiences that prepare them for life beyond school.

## Aims of the Policy

This policy aims to:

- Provide a clear and structured academic and careers guidance programme from Early Years to Post-16 pathways
- Support students to make informed subject and career decisions
- Embed careers learning within the curriculum and wider school experience
- Promote equality of access to guidance and opportunities for all students
- Support students to develop skills, confidence and resilience for future success
- Strengthen partnerships with parents, employers, higher education providers and the wider community
- Ensure alignment with KHDA expectations, UAE National Agenda priorities and international best practice

## Guiding Principles at PMBS

Academic and careers guidance at PMBS:

- Encourages students to Embrace ambition and explore a wide range of future pathways
- Empowers students to make informed, realistic and aspirational decisions
- Supports learners to Evolve through reflection, goal-setting and personal development
- Promotes independence, responsibility and lifelong learning skills
- Ensures impartial and unbiased guidance for all learners
- Recognises diverse pathways including academic, vocational and entrepreneurial routes
- Encourages students to Leave Their Footprint through leadership, innovation and meaningful experiences

## Alignment with the Gatsby Benchmarks

The PMBS Academic and Careers Guidance Programme is structured around the eight Gatsby Benchmarks:

**1. A Stable Careers Programme**
PMBS delivers a planned, progressive careers programme integrated into the WHOLEBeing curriculum, assemblies, enrichment and academic mentoring. The programme is reviewed annually and shared with students, staff and parents.

**2. Learning from Career and Labour Market Information**
Students receive up-to-date information about global and UAE labour market trends, future industries and emerging opportunities to support informed decision-making.

**3. Addressing the Needs of Each Student**
Guidance is personalised, inclusive and responsive to individual interests, strengths and aspirations. Data is used to ensure equal access to guidance, including targeted support for students with additional needs.

**4. Linking Curriculum Learning to Careers**
Teachers integrate real-world applications and career links into subject teaching to help students understand how classroom learning connects to future opportunities.

**5. Encounters with Employers and Employees**
Students participate in career talks, workshops, innovation challenges, enterprise activities and industry engagement opportunities to broaden awareness of career pathways.

**6. Experiences of Workplaces**
Where appropriate, students engage in work-related learning, enterprise projects, work experience opportunities and exposure to professional environments.

**7. Encounters with Further and Higher Education**
Students receive information about university pathways, apprenticeships, vocational qualifications and international study options through visits, fairs and presentations.

**8. Personal Guidance**
Students have access to structured academic mentoring and personalised guidance to support subject selection, pathway planning and post-16 or post-18 decisions.

## Academic Guidance at PMBS

Academic guidance includes:

- Subject option guidance (KS4, KS5 where applicable)
- Progress reviews and academic mentoring
- Data-informed discussions about strengths and areas for development
- Transition support between Key Stages
- Study skills, goal setting and independent learning development

Students are supported to make informed academic decisions aligned with their interests, abilities and future aspirations.

## Careers Education Programme

Careers education is delivered through:

- WHOLEBeing curriculum sessions
- Assemblies and themed career weeks
- Unifrog online platform
- Innovation projects and enterprise initiatives
- Guest speakers and industry professionals
- University and career fairs
- Leadership and service opportunities
- Real-world problem-solving experiences

These experiences help students build transferable skills such as communication, teamwork, resilience and leadership.

## Roles and Responsibilities

**Senior Leadership Team**

- Ensure strategic leadership of academic and careers guidance
- Monitor programme effectiveness and compliance
- Support staff training and programme development

***Careers Lead / Coordinator**

- Design and implement the careers programme
- Coordinate employer and higher education engagement
- Monitor Gatsby Benchmark progress
- Track participation and impact

**Teachers and Form Tutors**

- Integrate career links into teaching
- Support academic mentoring and guidance conversations
- Encourage student reflection and goal setting

**Students**

- Actively engage in guidance opportunities
- Reflect on interests, strengths and aspirations
- Take ownership of their academic and career planning

**Parents**

- Engage with school guidance processes
- Support discussions around future pathways
- Attend information sessions and events where possible

## Inclusion and Equal Opportunities

PMBS is committed to ensuring that all students have equal access to academic and careers guidance. Support is adapted to meet individual needs and promote inclusive participation. The Inclusion Team works closely with staff to ensure that students receive personalised and accessible guidance.

## Monitoring and Evaluation

The programme is reviewed regularly through:

- Student and parent feedback
- Staff evaluation and review meetings
- Gatsby Benchmark self-assessment
- Analysis of student destinations and pathway choices
- Leadership monitoring and quality assurance

Findings inform ongoing programme development and improvement.

## Linked Policies

- Teaching and Learning Policy
- Assessment Policy
- Inclusion Policy
- Safeguarding Policy
- Personal Development / WHOLEBeing Policy

## Review Cycle

This policy will be reviewed annually to ensure continued alignment with best practice, KHDA expectations and the evolving needs of PMBS students.