

Careers Education: Impact on Students' Futures

Julie Lee, Career Lead, and Emmanuelle Danneau-Joyce, Assistant Headteacher

October 2026

1. Summary

Our careers programme is designed so that every student can see herself in any career or destination, whatever her background. In keeping with our motto, "act justly, love mercy, walk humbly with your God" (Micah 6:8), we bring a very wide range of people, schools and sectors to our students, take students out to meet them, and choose carefully who attends. In this way, stereotypes about who does which job, and which routes are "for people like me", are challenged.

2. What we do and the barriers we break

element	What we do	Barrier we break
Year 8 speed networking	20 guests, mostly parents, from six sectors. Students rotate in small groups after a preparation lesson. The guest list is at the end of this document.	Narrow ideas of who does which job.
Careers fair	NHS (several specialities), accountancy firms, politicians, universities, colleges and local schools, plus the Army, RAF, TfL, BAE Systems, Siemens (technology) and the Met Police.	Narrow ideas of what jobs and routes exist.
Parent and family database	Current and past families, with their jobs and sectors, who speak, lead workshops, interview students and offer work experience to students other than their own children. A sample list is at the end of this document.	Work experience and role models depending on personal contacts.
Alumni role models	Former students, now professionals in a range of occupations, return to share their careers and success. Two former students now serve on our governing body, and several are on our staff (see section 4). Areas include law, medicine, authoring, graphic design, a construction degree apprenticeship (Rhian Keady), Google (Ella Keady) and education (Lesley Nelson Addy).	"Success is for other people."
Visiting schools and pathways	High-achieving, faith and mixed schools, plus creative BTEC and T-level providers.	"That school or route is not for people like me"; academic versus vocational.

element	What we do	Barrier we break
Oxbridge preparation (Merchant Taylors' School)	Interview training and public speaking coaching for prospective Oxbridge candidates, focused on motivation and mastery.	Elite universities and private-school skills seen as out of reach.
Construction	Male staff speak about construction and concrete. One of our students gained university sponsorship through this link (RK). A female manager from a different construction firm offers visits to their offices to meet the wider team and their specialities (Cheryl Latreille, Social Value Manager, Volker Highways).	Gender stereotypes in the built environment.
Sport (Tottenham, Harlequins)	Tottenham careers fair on sport and business; lessons from professionals in football and rugby.	Gender barriers in sport; sport as only for players.
STEM visits (Stemettes)	Pupil Premium students are purposefully selected to attend.	Science as not for disadvantaged students.
Computing and GCHQ	Computing trips, including IT experts at Disneyland Paris; work with GCHQ to encourage girls into cyber and technology.	Computing and cyber as careers for boys and men.
Chess club	New club with 16 externally funded boards; girls are a funding criterion. Builds problem solving that supports computing and maths.	Chess as a boys' activity.
GCSE Music studio visit	Yearly recording session in a professional studio, meeting a sound engineer, including a female engineer in the past.	Sound engineering as male-dominated.
Art museums and theatre	Visits to meet artists, curators and theatre professionals; theatre trips open to all students, not only those studying drama. Etiquette is taught.	Creative and entertainment careers as unrealistic or only for performers.
Work experience in year 10	100% had a placements . We actively worked with families who had less contacts, we helped students secure a relevant WE. 87% secured by themselves, we secured the 13%	We all fit in the world of work
Languages competitions	MFL translation and poetry competitions in other languages.	Languages as only academic, with no wider value.
Charity work experience	Charities host work experience; we choose Pupil Premium students who would benefit most.	Work experience depending on family contacts.

3. Early identification and support

From Year 9, we identify students who may be vulnerable in terms of careers.

- We review data after each data drop and speak with the pastoral team.
- Identified students join small group careers meetings and are further encouraged through Nexus.
- Our pastoral team is mainly former students, who know St Anne's and our students well.

4. Impact so far

- Students have gone on to university to study software development and cyber security, fields often assumed to be for boys and men. This includes disadvantaged students.
- One student gained a university sponsorship through our construction link.
- Families contribute to careers events and offer work experience, which has been very successful.
- Former students now work at St Anne's as teachers of history and English, as one of our IT staff, and as three of our pastoral coordinators. They show students that they are supported and inspired to build their futures here and beyond.
- Alumni who have broken stereotypes return and inspire students, who see themselves in them. In September 2026 one of them trained our staff in trauma practice; she now works for CAMHS/MYME.
- One former student went to Oxford and founded a business creating make-up and products for women of colour, filling a gap in the market for girls like her and girls like ours. She now serves on our governing body.
- Another former student, once at risk of permanent exclusion, is now an area manager for a charity supporting refugees, which she sees as love in action, the care she experienced here. As a governor she is now planning to become a teacher.

Appendix: Year 8 "Your Future in 5" workshop

Wednesday 22 April 2026. Parents, carers, alumni and external guests who can make the date.

Professions speaking at the event
Therapeutic Radiographer
Manager, Deloitte
Civil Service (Department for Business), social researcher analyst
Architect (construction related)
Bakery / retail
Speech and language
Financial accountant

Professions speaking at the event
Hays recruitment
Hachette Children's Publishing
Social worker
Head of Sales, Love Shack Fancy (fashion)
Solicitor
Artificial intelligence engineer
Paramedic, London Ambulance
Area Manager at Hestia, a charity supporting survivors of modern slavery
Solicitor
Music
Commercial law
Conference Management Officer at the United Nations; careers academic adviser for UK universities
Founder and Creative Director, Curate Your Genius Academy & Consultancy
Teacher (STA); experience of PR in the UK and USA
Advanced Clinical Practitioner, nursing background