

Careers & Higher Education - Pupils' Future Prospects

Reviewer: Brian Schofield, July 2026

Approved by SMT: July 2026

Our objective at Hurst is to provide all of our students with the highest level of information about post-school opportunities, to enable them to make the best choices for their own futures. With that in mind, Higher Education, Careers, Employability and Gap Year guidance and provision have been amalgamated into a single Futures Department, led by a Director of Futures, line-managed by the Head of Sixth Form.

We start the process of Futures preparation through the PSHE programme in the Junior and Senior Prep Schools and also through targeted Careers lessons in the Shell. Students in all year groups are able to attend careers and entrepreneur talks on a range of different professions, across the school year. In the Vth Form, all students undertake the Morrisby careers guidance assessments. The results generated from these assessments are then reviewed with each student in a one-to-one guidance meeting with our Futures Team, in advance of the Sixth Form Choices morning.

In the Sixth Form, pupils have access to individual Futures guidance, by appointment, in addition to the following programmes:

Hurst Work Experience Programme. This includes being available to support any pupil with interview and CV preparation guidance in pursuit of their own work experience opportunities. But the Futures Team also manages our own substantial programme of Summer vacation work placements and internships, available to LVI and some Vth Form pupils. These placements are allocated by a selective written application and interview process.

The Vets, Medics and Dentistry programme. This supports our Veterinary, Medical and Dentistry applicants, delivering specialist interview preparation; guidance on obtaining work experience; support for completing BMAT and UKCAT exams; etc.

The Higher Education Programme. This includes: working directly with the LVI and UVI on the process of applying for university level courses in the UK; providing a Higher Education evening for LVI students and parents in the Lent term (to introduce how the application process works and the decisions to be made); an individual Futures Consultation with every member of the L6th; an individual UCAS sign-off meeting with every member of the UVI who completes their UCAS form; further meetings in the UVI, on request, to discuss the fine detail of applying and then the strategy of replying to offers and managing outcomes when exam results come in. In addition, opportunities are arranged for students to visit universities. General advice is also provided on completing UCAS forms; applying after leaving school; completing additional tests such as BMAT and LNAT; etc.

The HSU programme. HSU stands for Highly Selective Universities, a title intended to reflect that many more universities and courses than just Oxford and Cambridge require high-level preparation to apply. All LVI students, during the Michaelmas term, can join an Academic Society who will provide weekly guidance in the supercurricular activity required to complete a competitive application to a highly-selective institution.

The Overseas programme. This works specifically with those students considering applying to overseas universities. The Futures team work alongside specialist agents, either with nation-specific

expertise or sport-specific expertise, to provide students with timely, high-quality documentation and support to complete an international application.

Degree apprenticeship application support. The Futures Team will offer individual support, in the form of job-search advice, CV-editing and assessment centre and interview guidance, to any Sixth Form pupil considering or decided upon the degree or higher apprenticeship route.

Supercurricular opportunities for all students. To ensure all students have appropriate supercurricular content for any UCAS personal statement, opportunities are provided to the whole yeargroup such as the 12-hour Examination, the Oracy Project Challenge, internal essay competitions, the Sixth Form Societies programme and the updated register of national and international academic competitions.

Employability and lifeskills provision. To assist with the transition to independent adulthood, pupils can access training in a range of employability and wider life skills, such as assessment panel and interview training, oracy training, financial literacy, leadership development, independent cookery and safe travel. The FuturesTeam also works closely with the Hurst Foundation to assist current pupils and OJs looking for sector-specific advice and support.

Guiding principles

- The College, as an independent school, is not statutorily bound by the Gatsby benchmarks for careers provision, but uses the benchmarks as a guide for internal auditing of our provision and a tool for strategic goal-setting.
- The Careers Department is committed to providing appropriate careers and futures guidance to students with SEN. That should include providing flexibility and mitigations to students whose interpersonal or organisational skills do not easily interface with conventional meetings and appointments, and should include the provision of a suitably broad range of options and opportunities.
- It is the explicit policy of the Futures and Careers Departments that opportunities and options should never be categorised or limited by gender and that students should have the opportunity to learn about the broadest possible range of careers, with the emphasis on breaching not reinforcing, gender stereotypes.
- It is the policy of the Futures and Careers Departments to encourage young people's exploration of options and opportunities without constraint by any misleading expectations of the 'typical' outcomes of any particular faith group, racial or ethnic group or social or educational background.