



Careers Education Development Plan 2025-2026

Improvement Area: Improve pupils' personal development, welfare and safety

Ensure that CEIAG is well coordinated across the curriculum in all Key Stages. Equip students with sufficient knowledge and skills to make informed decisions prior to key transitions.

Intent	Implementation and Monitoring	Impact
A greater Personalised Approach (Gatsby 3 & 8) <CPD focus>	• Train guidance staff on how to create a maintain at risk target list for external specialist support (CSW). • Staff in the Careers Department to undertake guidance training L4 and progress on to L6 apprenticeship. • Additional support for learners seeking work experience opportunities (internal activities & external placements)	• Students have an improved understanding of their next steps. • The Academy NEET figure remains below the national average. • Meets GATSBY Benchmarks – 100%. • Improved levels of staff confidence in using Excel. • Staff are confident at delivering materials to a range of pupils.
Increase encounters with employers and employees Linking CEIAG to curriculum (Gatsby 4 & 5) <Procedure/ process focus>	• Introduce mock interview activity to Year 11 PSHE programme. • Promote positive literacy learning by promoting activities for those who have improved during reading interventions. • Work with the CEC to promote the Equalex programme ensuring that students receive up to 2 weeks of work related learning throughout their time at the Academy.	• Increasing students' awareness of employer needs. • Meets GATSBY Benchmarks – 100%. • Increased Awareness of CEIAG programme.
Attendance (3) <Whole school/ Trust focus>	• Provide guidance meetings for Attendance target students. • Provide additional meaningful experiences that reward positive attendance.	• Increased activity participation. • Increased learners' understanding of the benefits to improved Attendance. • Meeting the needs of all learners.