



Careers Education Development Plan 2026 – 2027

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>	- Introduce mock interview activity to Year 11 PSHE programme to support 1-1 guidance and post 16 destination intentions. - Record of student interests to support the department in selecting students to participate in activities. - All Careers Education staff to be a minimum of Level 4 qualified.	- 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 by linking CEIAG to curriculum (Gatsby 4 & 5) <Procedure/process focus>	- Develop CEIAG workshops offer that links directly with curriculum. - Develop Careers education resources to support a variety of curriculum areas.	- Increasing students' awareness of employer needs. - Meets GATSBY Benchmarks – 100% - Increased Awareness of CEIAG programme.
Review careers education offers against new DfE personal development benchmarks <Whole school/Trust focus>	- Map provision against benchmarks. - Review impact of activities.	- Increased activity participation. - Meeting the needs of all learners.