

**Careers Development Plan 2025/26**

1. To deliver a careers education programme tailored to challenge all students from Y7 to Yr13 which will help students to fulfil their potential and lead to appropriate destinations for all
2. To provide high quality, impartial careers advice to prepare students for employment and wider career goals

Action		Success criteria	Milestones Christmas	Milestones Easter	Milestones Summer	Governor
INTENT	To deliver a careers education programme tailored to challenge all students from Y7 to Yr13 which will help students to fulfil their potential and lead to appropriate destinations for all	To deliver a careers education programme that meets all 8 Gatsby benchmarks	<p>Deliver Yr11 sessions to promote all the Post 16 Options available.</p> <p>Attend Post 16 options and Yr11 Parents evening to speak to students and parents about their options.</p> <p>All Yr13 students to have been offered a careers interview.</p> <p>Yr12 – Launch Unifrog &amp; Work experience programme</p>	<p>Attend GCSE options and Yr8 &amp; Yr9 Parents evening to speak to students and parents about their GCSE options.</p> <p>Yr10 Assembly to Launch Unifrog &amp; the Employability Skills Course and Yr10 work experience programme</p> <p>Southam College Careers Fair to enable students from Yr7-13 to engage with Employers, Colleges, Training providers and Universities.</p>	<p>Y10 Mock interview days</p> <p>Attend Yr10 Parents evening to speak to students and parents about Work Experience programme.</p> <p>Y12 Next Step Day to explore University and the Alternatives to HE. Arrange for guest speakers to deliver sessions on HE &amp; Apprenticeships</p>	

IMPLEMENTATION	To provide high quality, impartial careers advice to prepare students for employment and wider career goals	<p>Individual advice and guidance given to students at Key stages:</p> <ul style="list-style-type: none"> <li>• KS3 – Researching different careers</li> <li>• KS4 – Post 16 options</li> <li>• KS5 - post 18 destinations</li> </ul>	<p>All Yr11 SEN and PP students &amp; have received a 1-2-1 careers interview and tailored careers action plan</p> <p>Careers advice meetings offered to all Yr13 students.</p>	<p>All Yr11 students have had the opportunity to have a 1-2-1 Careers Interview to discuss their Post 16 options.</p> <p>All Yr8 SEN and PP have received a 1-2-1 careers interview and tailored careers action plan</p>	<p>All Yr10 SEN and PP have received a 121 careers interview and tailored careers action plan</p> <p>All Y11 students to know their post 16 expected destination</p> <p>UCAS conference organised.</p> <p>All Y13 students to know their post 18 expected destination</p>	
IMPACT		Aim to achieve over 97% Positive Destination for students.	All students from each Year group to have a least one positive encounter with an employer	All students from Yr10 & Yr12 can complete a work experience placement either in-person or virtual (Unifrog).	All students are aware of current Labour Market Information (Via Unifrog).	