



Careers Action Plan 2026–2027

Priorities

Gatsby Benchmark 5 – Encounters with Employers and Employees

Gatsby Benchmark 7 – Encounters with Further and Higher Education

Strategic Aim

To ensure every learner has regular, meaningful and accessible encounters with employers and education providers that broaden aspirations, develop employability skills and support successful transitions into further education, training or employment.

Priority 1 – Develop Employer Engagement (Gatsby Benchmark 5)

Objective	Actions	Timescale	Lead	Success Criteria	Evidence
Build a programme of employer encounters	Publish an annual employer engagement calendar covering all pathways	Autumn	Mary Douglas	Calendar shared with staff	Personal Development calendar
Increase employer partnerships	Establish relationships with local employers, supported employment providers and community organisations.	December	Mary Douglas	Minimum of six active employer partnerships	Compass plus
Workplace visits	Organise differentiated workplace visits suitable for learners' needs and aspirations.	Summer	Class leads	All eligible learners attend at least one visit	Compass plus
Enterprise activities	Deliver enterprise and employability projects with employer involvement.	Throughout year	Teaching Staff	Learners develop teamwork and communication skills	Student work
Celebrate careers	Hold National Careers Week activities including employer involvement.	March	Mary Douglas	Whole-school participation	Compass plus



Priority 2 – Strengthen FE, HE and Training Provider Encounters (Gatsby Benchmark 7)

Objective	Actions	Timescale	Lead	Success Criteria	Evidence
Raise awareness of progression routes	Deliver CPD introducing post-16 and post-18 pathways.	Autumn	Mary Douglas	Learners and staff understand available options	Student/staff feedback feedback
Provider encounters	Invite colleges, specialist colleges, apprenticeship providers and supported internship providers into school.	Once each term	Mary Douglas	Minimum of six provider encounters	Compass plus
College visits	Organise visits to local colleges and specialist settings.	Throughout year	Mary Douglas	All Year 10, 11 and Post 16 learners attend for whom it is appropriate	Compass plus
Careers Fair	Host an annual Careers and Transition Fair for learners and families.	Autumn	Mary Douglas	Wide range of providers represented	Compass plus
Parent engagement	Hold information evenings on post 16 pathways, apprenticeships and supported internships.	Autumn & Spring	Mary Douglas External	Increased parental confidence	Evaluation forms
Transition support	Individual transition planning meetings linked to EHCP outcomes.	Throughout year	Mary Douglas Class Leads	Learners have clear destination plans	Transition documentation

Priority 3 – Inclusive Careers Provision

Objective	Actions	Timescale	Success Criteria
Ensure accessibility	Adapt careers resources using visuals, symbols, easy-read formats and assistive technology.	Throughout year	Resources meet learner needs



Objective	Actions	Timescale	Success Criteria
Personalise encounters	Match employer/provider activities to learner aspirations and EHCP outcomes.	Throughout year	Activities are relevant and meaningful
Family engagement	Share careers information through newsletters and social media	Half termly	Increased parent participation
Student voice	Gather learner feedback following careers activities.	Ongoing	Provision improves based on feedback

Monitoring and Evaluation

Activity	Frequency	Lead
Review Compass+ and Gatsby progress	Termly	Careers Leader
Careers Governor updates	Termly	Careers Leader
Employer partnership review	Termly	Careers Leader
Student destination tracking	Ongoing	Careers Leader
Staff evaluation of activities	After each event	Careers Leader
Parent feedback	Following events	Careers Leader
Annual careers report to governors	July	Careers Leader
Success Measures for 2026–2027		



By July 2027:

- Every learner has participated in multiple meaningful employer encounters.
- Every learner in Year 10, Year 11 and Post 16 (for whom it is appropriate) has experienced encounters with a range of further education, apprenticeship and training providers.
- Learners demonstrate improved confidence in discussing career aspirations and next steps.
- Parents and carers report increased understanding of post-school pathways.
- Employer partnerships have expanded, providing sustainable opportunities for future cohorts.
- Destination data shows positive progression into appropriate education, employment or training.
- Evidence collected through Compass+, learner voice and quality assurance demonstrates sustained progress against Gatsby Benchmarks 5 and 7.

