



## King's Strategic Plan for Careers

The vision for our Career programme at King's is to develop knowledge, skills and character in our students so that they can flourish to make aspirational decisions in their own career journey.

We want the students to develop employability skills and knowledge of available pathways to enable them to make informed decisions following Year 9, Year 11 or Year 13.

### Aims

Fully Rooted in the updated Gatsby benchmarks.

Inclusive for all students.

To Work with local businesses and representatives from different sectors to give the student meaningful encounters.

To give students access to impartial advice through individual career interviews and post 16 and 18 providers with a level 6 Career Advisor via [Who We Are - Elev8Careers - Building careers skills, knowledge and networks](#).

A Taught Programme of Careers within PSHE and opportunities across the curriculum.

Students to develop employability skills across the curriculum and enrichment days.

Up to date information shared around the local labour information through assemblies, career fair, national careers week, apprenticeship week, enrichment days and Unifrog.

Programme of visits including career fairs and universities visits. All trips will have a career focus.

Work Experience for all of Year 12 students. Year 10 is currently being planned.

Using Unifrog as a career tool for student, parents and staff. Engagement will be recorded on here then transferred to compass plus.

Communicating information and opportunities to Parents via the website and newsletter.

Compass plus will be the tool to evaluate the programme, including the use of the future skills questionnaire for students. We will also use destination data and regular feedback from pupils, parents, teachers and employers to measure the impact of the careers programme.

Ensure that staff have the knowledge of the opportunities through CPD within department meetings that relate to their subjects and encourage students to explore ideas.

Every experience is to be measured for impact and to ensure it is meaningful.

Completing an Internal Leadership Review annually to help with gap analysis and the development of a progressive pathway.

An updated version of the Gatsby Benchmarks was published in late 2024 as part of Gatsby's report Good Career Guidance: The Next 10 Years.

[Good Career Guidance | Education | Gatsby](#)

### King's Careers Provision SOAR

<p><u>Strengths</u>          Career Leader in place          PSHE programme          Use of Unifrog to support guidance          Career Fair and employer visits          Links with local employers, FE/HE providers and apprenticeship schemes          Level 6 Career Advisor provided by elevate          Career programme in place          Year 12 work experience          95% of Year 11 progress into education or training</p>	<p><u>Opportunities</u>          CEC support and enterprise advisers          Alumni network for mentoring and talks          Virtual work experience, implement for KS3          Ofsted emphasis on personal development and career readiness</p>
<p><u>Aspirations</u>          Ensure 100% of students have a meaningful encounter annually          Embed careers into the curriculum across all subjects          Achieve 100% Gatsby Benchmark compliance          Use Unifrog to record all career encounters for students          Aspire to ensure that every student from Year 7 to 13 receives personalised, high - quality careers guidance</p>	<p><u>Results</u>          Compass plus to show 100% for the Gatsby Benchmark Compliance          Student feedback and evaluation of career events is positive          Every student will have a meaning full career encounter every year they are at King's          Career guidance is personalised for every student</p>

### Key priority/actions areas from SOAR

Improve Tracking and Destinations Data.

Track post-16 and post-18 student outcomes more rigorously.

Use data to tailor support for NEET prevention.

Analyse trends to refine careers guidance.

Embed Careers in the Curriculum.

Map career learning outcomes to subjects (Gatsby Benchmark 4).

Train teachers to link lessons to real-world careers.

Use curriculum time to showcase pathways and employability skills.

Enhance Student Personalisation.

Tailor support for disadvantaged or vulnerable students.

Increase awareness of all pathways: university, apprenticeships, T-Levels, vocational routes.

Increase Visibility and Use of Digital Tools.

Promote Unifrog more effectively.

Encourage independent student exploration of careers content.

Engage Parents and Carers.

Offer information sessions about pathways, labour market info (LMI), and qualifications.

Improve communication on careers events and support available.

Involve parents in careers conversations early (KS3).

### Key Strategic Objectives

Objective 1. Embed the new Gatsby benchmarks into our career programme.

Objective 2 Raise the profile of careers across the curriculum and whole school.

Objective 3 Develop our network of external encounters to ensure all year groups have targeted meaningful experiences.

Objective 4 Career provision for disadvantaged students is targeted and supports inclusion for every student.

School, Special School or College Name:	King's School
Date Strategic Careers Plan Created:	July 2025
Date approved by SLT:	September 2025
Date approved by Governors:	September 2025
Proposed Review Date:	July 2026
Careers Leader Name:	Abi Coles
Strategic Careers Plan - Academic Year:	2025-26

### Priority 1: Embed the new Gatsby benchmarks into our career programme

Strategic Objectives	Outcomes	Actions, including CPD/resourcing	Responsible	Time/Milestones
Ensure the Career Programme is in Full Alignment	Careers plan is fully compliant. Compass plus	Identify and address any gap in current provision.	ACO	December 2025

with the updated Gatsby Benchmarks	evaluation is 100%.			
Enhance Career Education Quality and Consistency	Careers plan is fully compliant. Compass plus evaluation is 100%.	Standardise delivery of careers education across year groups and subjects in line with the benchmarks. Improve the consistency and coherence of careers learning experiences.	ACO	March 2026
Improve Student Career Readiness and Outcomes	Track progression and positive destinations as key success indicators. Positive FSQ % of students engaging with Unifrog.	Equip students with the knowledge, skills, and experiences to make informed decisions about their future education and careers.	ACO	June 2026
Strengthen Employer Engagement and Workplace Learning	Positive FSQ Number of career encounters recorder on Unifrog.	Increase meaningful encounters with employers and employees (Benchmark 5). Expand work experience and workplace exposure opportunities (Benchmark 6).	ACO	July 2026
Integrate Career Learning Across the Curriculum	Observations will mention careers being highlighted.	Support subject teachers in highlighting career relevance of their subjects (Benchmark 4). Provide CPD and resources to integrate careers learning into all subjects.	ACO	July 2026

**Priority 2: Raise the profile of careers across the curriculum, whole school with parents**

Strategic Objectives	Outcomes	Actions, including CPD/resourcing	Responsible	Time/Milestones
Integrate careers-related learning into all subject areas by ensuring each department highlights industry links and transferable skills relevant to their discipline.	All departments have a careers learning plan aligned with the Gatsby Benchmarks and include at least one employer engagement or careers-themed activity per year.	At Middle leaders highlight use of Unifrog and Career in the curriculum.  Careers in every subject handbook Displays in subject areas for career pathways.	ACO and HODs	July 2026
Foster a school-wide understanding of the importance of careers education through leadership support, staff CPD, and consistent careers messaging.	Careers information is regularly featured in assemblies, displays, tutor time, and staff briefings. All staff understand their role in supporting students' career journeys.	Plan a termly career item for briefing, tutor time and assembly.  A programme of career assemblies in place.  Staff to complete the CDI training and engage with Unifrog.	ACO	July 2026
Improve parental awareness and engagement with careers education through regular updates, events, and resources tailored to support student choices.	Parent workshops, and a dedicated careers section on the school website are consistently maintained and well-attended.	Dates for key parent career events in place for the year.  School website updated on a regular basis.	ACO and admin support	April 2026
Use data and feedback from students, staff, employers, and parents to	Annual review of careers provision shows	FSW completed with all Year groups.	ACO	July 2026

continuously improve the careers programme.	increased student confidence in post-16/18 pathways, and positive feedback from stakeholders.	Staff questionnaire.		
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**Priority 3: Develop our network of external encounters to ensure all year groups have targeted meaningful experiences**

Strategic Objectives	Outcomes	Actions, including CPD/resourcing	Responsible	Time/Milestones
Build a robust network of parents, local employers and alumni to participate in careers activities and enhance real-world learning opportunities.	An annual careers programme includes talks, mentoring, site visits, and work experience with at least 10 active partnerships.  Meaningful experiences will have purpose, clear learning outcomes, interactive tasks, diverse professionals, feedback, and reflective opportunities.	Career partners completed on compass plus.  Programme in place for visiting employers.	ACO and admin support	July 2026
Equip students with high-quality, age-appropriate careers information and guidance from Year 7 to Year 13.	100% of students receive at least one meaningful encounter with an employer per year and a 1:1 careers guidance session by Year 13.	Career programme in place for each year group.	ACO	July 2026

**Priority 4:**

**Career provision for disadvantaged students is targeted and supports inclusion for every student.**

Strategic Objectives	Outcomes	Actions, including CPD/resourcing	Responsible	Time/Milestones
Identify and Monitor Disadvantaged Learners	Unifrog is used to track their participation, progress, and outcomes of disadvantaged students in career-related activities.	Identify students.  Target invites to these students.	ACO	July 20206
Embed Inclusion into All Career Activities	Ensure all career provision—including talks, encounters, and curriculum links—is planned with accessibility, representation, and cultural relevance in mind.	Review current resources.  Include a range of speakers.  Work with SENCO.	ACO	July 2026
Monitor Outcomes and Close Gaps	Use destinations data and impact evaluation to identify gaps in progression, and adapt provision to ensure disadvantaged students achieve comparable post-16/18 outcomes.	Destination data is analysed.  Gaps identified.  Career programme to be updated in light of gaps.  Work with SENCO on this area.	ACO	December 2025

FSQ to take place September – December ( Years 7, 11 and 13) Jan – March ( Years, 8,9,10 & 12)