

Careers Strategic Plan

2025-2026

Vision

School Vision - At Walton High we are determined to inspire every one of our students to flourish and to grow into fine young citizens: young people who understand the power of learning to shape a better future for themselves and for their communities. We commit to doing this in a safe, happy and joyful environment that embraces the very best academic achievement for all and where each one of us has a keen sense of belonging to a school that values respect, kindness, aspiration and effort.

Walton High is:

A place to belong, A place to learn, A place to achieve

Careers Vision – At Walton High we envision a future where every student is equipped with the knowledge, skills and confidence to pursue their dreams and make a positive impact on the world. Our outstanding information, advice, and guidance service ensures that students have access to the resources they need to navigate their career paths confidently.

Through one-to-one sessions, careers fairs and employer engagement, we empower students to make well-informed decisions that align with their passions and long-term goals. Through broadening horizons, challenging stereotypes, and providing exceptional support, our Careers Team is committed to paving the way for each student's journey towards a fulfilling and prosperous future.

Together we foster a culture of curiosity, courage and growth empowering students to explore, dream and achieve beyond their expectations.

Reviewing Current Provision

Compass - Current Compass Score: Completed 30 th June 2025	BM1 – 100% BM2 – 100% BM3 – 100% BM4 – 100% BM5 – 100% BM6 – 75% - Priority BM7 – 100% BM8 – 100%
Compass - Priority Benchmarks: 24/25 – Reviewed March and July 2025.	BM6 – Work experience has been added for Year 10 students in 2023/24. In 2024/25 we will introduce Year 12 Work Experience which will allow us to achieve BM6 fully. Those not on face to face placements will complete Virtual Work Experience. Review 07/07/2025 – Year 10 WEX proved difficult to find placements BL 50% out on face to face, WT 63% out on face to face placements. Year 12 across both campuses 50% of students gained face to face placements. Next year 25/26 will be our first cohort of Year 10 students that completed WEX so we hope that this will improve the uptake in 25/26 for Year 12. There is a need to review virtual work experience. BM8 – All Year 11 students have been seen for a Careers Guidance interview 2023/24. We have offered Year 12 the opportunity for a Careers Guidance meeting but do not have the resources to see all. This benchmark is unlikely to see movement with % achieved. Review 07/07/2025 – This year we have managed to see all Year 11 and Year 13 students for one to one guidance sessions. This has allowed us to achieve benchmark 8 and record accurate intended destination data for 24/25. This might not be possible going forward due to staff changes.
LMI - Local and Regional Context:	Top 5 occupation groups across SE: • Business and administration – the highest occupation group and increasing • Sales Marketing and procurement – increase in both retail and business to business sales and service • Engineering and Manufacturing – varied sectors from aerospace to food production • Transport and Logistics – almost ½ of the job posting in the logistics sector are for business operations, digital and engineering. • Health and Science – growing need in pharmacy and psychology

Strength of Careers Provision SOAR

<u>Strengths</u> • X3 staff in place – x2 fully qualified (likely to change shortly) • Allocated Careers Leader • Governor Link • X1 EAs – reduced from x2 in 24/25 • Allocated work space • Careers is generally well embedded within curriculum learning • Good links with local employers to support events • Termly Newsletter sharing information with parents • Student feedback from IAG sessions is positive	<u>Opportunities</u> • Continued staff CPD – internal training, X1 adviser completed L7 PGA with Warwick and SLT link also completing this course. • Increase employer engagement • Develop Experience of work place/WEX – Yr12 • Ensure curriculum areas have careers fully embedded • Increase engagement with Unifrog • Increase parent engagement – termly newsletters, Unifrog access, Firefly information, parents evening attendance, encourage parent feedback from one to one session, virtual support sessions – University
<u>Aspirations</u> • Increase achievement with BM6 • To embed new KS3 experiences of the workplace ready for 2026/2027 academic year. • Continue to increase Employer Engagement across the school. • Develop further relationships with employers to increase the opportunities for our students.	<u>Results</u> • More students engage with the careers provision • Unifrog is widely used across the school • Student have broadened their horizons • Students making more informed choices • All students have a secured destination • Fully qualified staff • Work towards achieving the Quality in Careers Mark
Key priority/action areas from SOAR: 1. Continue to develop opportunities to support work experience. 2. Build relationship with linked governor when assigned. 3. To embed employer engagement across the school. 4. To work with HOY to ensure those at risk of NEET are supported/referred as needed. 5. To increase usage of Unifrog across the school. 6. To continue to develop employer relationships to support the opportunities available for our students.	

Key strategic objectives – Compass Assessment

Development of Careers Provision Objectives:

Key Strategic Objectives	
1	To ensure the foundations of the careers provision is robust, agreed and signed off by SLT and Governors. Provider Access Legislation is updated, CEIAG Policy updated, agreed and shared via school website. Career strategy and actions agreed. Careers calendar to be produced and published. New Careers link governor is needed – to be arranged asap.
2	Destinations – To ensure that all students in Yr11 and Yr13 have secured destinations and reporting is sent to MKC– Those that are at Risk of NEET are supported and referred to supporting agencies.
3	Develop PSHE offer with new staff member to include activities linked to Labour Market Information and Challenging Stereotypes.
4	Increase the number of students gaining face to face Work Experience placements in Year 10 and Year 12.

Key strategic objectives from CEC Peer to Peer review:

Please see Careers Impact report – Peer to Peer review for actions and updates.

Priority 1 - Strategic Improvement - Support and challenge from governance

	Action Step	Who? By When?	How will it be measured?	Where will this action sit?
1.	Appoint a dedicated link governor for Careers.	Head - Sept 2025	Careers Governor appointed	Strategic Careers Plan
2.	Schedule a few key governance touchpoints throughout the academic year, where careers education is a standing agenda item.	Twice a year - 25/26 schedule	Meeting minutes, outcomes from sharing information.	Strategic Careers Plan
3.	Develop a destinations report to present annually, highlighting trends and areas for development.	December 25 and then annually - DM	Data records, feedback from governor.	Strategic Careers Plan
4.	Ensure the full careers programme is reviewed and approved by the governing body. This reinforces accountability and aligns with statutory expectations.	2025/2026 - DM/allocated Governor.	Compass assessment	Strategic Careers Plan

Priority 2 - Learner perception – Labour Market Information

	Action Step	Who? By When?	How will it be measured?	Where will this action sit?
1.	Complete subject audit to see what LMI is already embedded in subject areas.	Feb 2026 - DM/RR	Audit completed and actions set to support development	Strategic Careers Plan
2.	Create PSHE session linked to LMI for all age groups. See if this can be embedded into PSHE plan for 25/26.	Dec 2025- DM/RR	PSHE session delivered as part of PSHE schedule.	Strategic Careers Plan
3.	Alumni talks across all age groups - look to see if we can embed this into National Careers week. Bringing students back to share their experiences.	March 2026 - DM/RR	Alumni talks take place, feedback from Alumni and students.	Strategic Careers Plan
4.	Embed Worktree events for our students in Year 9 and Year 10 as an annual event. Networking with employers from across different sectors.	May 2026 - DM/RR	Feedback from Students and Employers.	Strategic Careers Plan
5.	Continue to embed LMI into Parent Careers Newsletter.	July 2025 - DM	Evidenced in Newsletter.	Strategic Careers Plan

Priority 3 - Meaningful experiences of the workplace

	Action Step	Who? By When?	How will it be measured?	Where will this action sit?
1.	Review Year 10 Work Experience - especially for those not on a face to face placement. Look at an alternative offer for students not on face to face placements.	May 2026 - DM/RR/Head s	Planning 25/26, embeded 26/27. More students engaged.	Strategic Careers Plan
2.	Form tutor buyin - creating a running number of students securing a placement. Engaging tutors in encouraging face to face placements.	Dec 25 - DM/RR	Data - Increase in students on face to face placements.	Strategic Careers Plan
3.	Record virtual placements on Unifrog as well as using for face to face placements.	July 2025 - Careers Team	Accurate record of who has completed f2f and virtual WEX.	Strategic Careers Plan
4.	Year 12 WEX - Increase the amount of students on face to face placements and curriculum embedded work experience opportunities.	March 2026 - DM	Increase in data for f2f placements.	Strategic Careers Plan
5.	Year 10 WEX - Increase the number of students attending face to face placements.	June 2026 - DM	Increase in data for f2f placements.	Strategic Careers Plan

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Date of last review: 10/07/2024, April 2025 and 7th July 2025,

Date of next review: April 2025

Walton High: Key Strategic Objectives	
4	BM6 – To develop work experience for Year 12 students, this has been added to the school calendar the W/C 24 March 2025.
5	BM8 – Explore the possibility of employing someone part time to see Year 12 students. All Year 11 students are seen for a guidance interview.

Career Leader Name: Donna Montague	Date Strategic Careers Plan Created: July 2024	Date approved by SLT: R.Read	Date approved by Governors: Ms Shayegan	Proposed Review Date: March 2025	
	Strategic Careers Plan - Academic Year: 2023 - 2024				
Objectives <i>“What are the problems you are trying to solve?”</i>	Actions, including CPD <i>“What would solve the problem?”</i>	Responsible <i>“Who is responsible for each action?”</i>	Time <i>“When do you aim to have this completed by?”</i>	Outcomes <i>“What would success look like?”</i>	Progress

Meaningful Employer Engagement for each year group. Focus on Year 9 and Year 10 for 24/2025	Embed Year 9 and Year 10 speed networking sessions with Proactive. Preparation for going out on Work Experience, develop confidence and communication skills.	D.Montague/R.Read	End of May 2025	All year groups engage face to face with employers and students have multiply employer engagement sessions while at WH.	Completed will now be an annual event for Year 9 and Year 10.
There is a need to develop work experience for Year 12 students.	This has been added to the school calendar for March 2025. Unifrog will be used as per Year 10 process. WEX to be launched as soon as possible to year 12 in 2024/25.	D.Montague/R.Read	End of March 2025	Year 12 students going out on face to face Work Experience placements.	Year 12 went out in March 2025. Now embedded into school calendar annually.