

At St John's, we aim to educate our young people about the world of work, providing them with the very best information and guidance that they need, and inspiring them to make a positive contribution to a better society throughout their adult life. We focus on developing the whole person, nurturing our students to ultimately pursue a career in order to serve and lead others in their world of work, fulfilling their God-given potential, and being 'Inspired by Christ' in all that they do.

Strategic Plan 2023-25

This plan outlines the key strategic areas of careers education which will be addressed over the next two academic years.

Benchmark	Development area	Actions	Monitoring /who	What will success look like. (By January 2025)
1	A stable careers programme.	<p>1.1 Update careers education website to ensure it compliant live and engaging, capturing upcoming events and documenting all events</p> <p>1.2 Comprehensive careers programme which maps and systematically cross references all activities</p> <p>1.3 The school will review the management and leadership structure of careers</p> <p>1.4 Develop comprehensive monitoring and quality assurance activities which measure the outcomes (Impact) of all career education activities. This will include questionnaires, feedback from students and other stakeholders.</p>	<p>MO JM HR(with IT team as appropriate)</p> <p>MO</p> <p>DW</p> <p>MO JM</p>	<p>Website will be fully live and accessible to all stakeholders, thereby becoming the first point of contact</p> <p>A sustainable leadership/management structure with will ensure stable provision going forward.</p> <p>Compass+ will see all progress measures in excess of 80%</p> <p>Careers education fulfils all Gatsby benchmarks, ensuring it addresses each student's needs (3).</p> <p>Careers education becomes fully embedded in the curriculum and staff understand their role, and take ownership in supporting this.</p>
4	Linking curriculum learning to careers.	<p>4.1 Careers education (using Unifrog PoS) to be delivered through PSHE programme in all Key Stages.</p> <p>4.2 Students and tutors to become skilled in using Unifrog routinely. Initial CPD implemented to support this</p> <p>4.3 Careers content to be identified in all subject areas via audit. This cross curricular content will be mapped. Teachers will apply careers content to their normal teaching.</p> <p>4.4 Regular staff CPD to keep up to date</p>	<p>MO with SW, DD and TS</p> <p>MO with SW, DD and TS</p> <p>MO</p>	<p>Careers will be embedded into the PSHE curriculum and forms tutors will be confident in delivering the content. Students will take greater ownership of their progress and will be better informed about the future pathways.</p> <p>All teachers will have a greater awareness of their role in supporting careers education</p>

			T/L team in lesson observations MO/JM with SLT(CPD)	through carefully referencing it during their normal lessons.
5	Encounters with employers and employees.	Providers to be contacted and booked to lead in-school encounters with fulfils legal requirements. and the specified criteria. Additional activities and encounters (including online and an in-school Careers Fair) to be run which will compliment this	JM	Each year group will have a meaningful employer encounter as set out in Benchmark 5. These encounters will be wide and provide students with good knowledge and experiences which support them in making future choices.
7	Encounters in further and higher education	Develop more meaningful and established relationships with further and higher education providers, eg CCCU School and College Engagement Offer, providing for all students from Years 7 to 13.	MO TS	Each year group will have a meaningful encounter with a higher education provider annually. Targeted groups to receive bespoke programmes of ongoing support and campus visits. This will be typified with strong links between the school and local universities
8	Personal guidance	The further increase the school's capacity in offering 1:1 guidance. To support JM achieve L6 careers qualification.	JM	Students will receive ongoing 1:1 expert personal guidance from a fully qualified in-school counsellor.