



Strategic Careers Plan

2026 - 2027

Academy Mission

Our mission is to ensure that all students have an inner-belief and ambition to fulfil their dreams and live a happy and successful life. We are passionate about our students recognising their academic worth and making sure that they are prepared to make bold choices in order to secure places, and thrive, at the most reputable and highest performing colleges, universities and world-class employers.

School Intent

We believe that the school values provide us with a sense of purpose and identity. Alongside the school, we are committed to the intent of:

- Our students' achieving first rate qualifications;
- Developing exceptional character;
- Developing our students' cultural and global awareness;
- Creating positive memories for our students that will last a lifetime.

Purpose

Lift Kingswood is committed to providing students with the skills and knowledge needed to secure fulfilling careers in the industries and communities we serve.

This Strategic Plan describes the school's key priorities and objectives to further develop and improve the school's careers provision. The school has a statutory duty to adhere to the government's Careers Strategy and the Statutory Guidance (updated in January 2023) set within the Ofsted Common Inspection framework. All Gatsby Benchmarks were initially met in 2020 and the focus of the careers team is now on maintaining and further strengthening this excellent provision. This strategic plan outlines a whole school approach to careers guidance that will seek to embed the good practice developed through compliance with the legislative framework in the interests of all learners.

Careers Vision

At Lift Kingswood, we are dedicated to ensuring that our students leave our school empowered with the knowledge and skills to thrive in the working world and further education.

Context

Our strategic careers plan describes the school's key activities to deliver a stable and impactful careers programme. This will help ensure all learners are empowered with the knowledge to make confident and informed choices about their next steps after secondary school and beyond. We are also committed to developing the skills and resilience that students need to succeed in the working world. This commitment extends to all learners, irrespective of age.

The school will continue to work with a range of external partners including employers, The Careers and Enterprise Company, Local Enterprise Partnerships, schools, colleges, higher education institutions and training providers.

Aims

It is the school's aim to:

- Deliver high quality independent careers education, information, advice, and guidance (CEIAG) through a range of activities and interventions to help all students make informed choices;
- Prepare our students for future employment and study through embedding opportunities for developing student employability skills;
- Continue to support our alumni students in their future by offering career support that extends beyond secondary education - showing a commitment to our students and the community.

High quality, independent and impartial careers guidance is crucial in helping our learners to transition through school and into further education, an apprenticeship and/or

employment with training. Our in-house Careers Leaders are trained to offer impartial advice while being aware of the context of our learners and community.

This Strategic Plan will enable the Careers Team to implement a progressive careers programme which is:

- Aligned to school priorities;
- Meets the needs of every student;
- Tracks the impact of careers provision.

Current State

As a careers team we have an Associate Deputy Principal who has overall responsibility for Careers and then two Careers Leaders who are Level 6 qualified. The school's senior leadership team and Academy Council fully support the development of careers education, information, advice and guidance at the school.

The school has achieved 100% of the Gatsby Benchmarks and has a strong careers programme.

In Years 9 and 10, students complete sessions during academic mentoring time focused on learning more about career industries, career opportunities and employability skills. Careers events are distributed throughout the year with a range of opportunities to meet with providers and employers enabling students to develop an

understanding of different industries and career pathways. Alongside this, in October and July there are two whole-school careers days (Year 7 -11) where all students get to explore the different industries available to them after school - both in terms of knowledge and completing practical tasks. Annually in July, all our Year 10 students will also take part in Work Experience, a college visit and a university visit.

The careers team have worked together over the past year to review, assess and further improve the provision in light of our 'Sustained Destinations' data. Throughout Year 11, we ask our students to take an intended destinations survey so that we can track and monitor their intentions, providing 1:1 guidance for all and additional guidance where needed. In September, we dedicate time to making contact to check with our 'Year 12' students that their transitions to post-secondary education, employment or training have been successful. Our careers leaders are then dedicated to maintaining and delivering a careers service to our alumni students, communicating with providers and students to offer further support - even once the students leave Lift Kingswood.

We continue to take this approach - in reflecting, reviewing and improving - to further strengthen the provision for our students.

July 2026 SWOT Analysis

Strengths

- Strong team
- SHR and fully qualified Level 6 Careers Advisors
- Recognition from AET as having an exceptional careers program
 - Initially judged in Feb 2020 as meeting all 8 Gatsby benchmarks by Sir John Holman which has been maintained and further improved
- Support and backing from SLT, AET and Humber Careers Hub
- Dedicated curriculum time for Year 9 and 10 students through Academic Mentoring programme
- Policy for supporting alumni students
- Rigorous and data-rich documentation and tracking
- Inclusive work experience provision for all students

Opportunities

- Further strengthen work completed with AET/ Careers Hub
- Further develop 'Careers Days' by responding to student feedback where further activity-based sessions have been requested
- Strengthen links with STEM Coordinator to further develop opportunities in STEM industries
- Further increase the networking opportunities at careers fayres in school

Areas for Further Development

- Further develop and strengthen the provision for AP students
- Expand recruitment to increase capacity of the careers team

Threats

- Further tailor the horizons provision
- Grow 1-1 interviews into lower year groups
- Student voice surveys
- Student tracking of career opportunities

Goals:

1. By working with TLR holders and curriculum leads while using labour market information, refine and further improve the careers programme
2. Work to maintain, and drive, the attainment of all Gatsby Benchmarks
3. Further improve Sustained Destinations figure
4. Provide further opportunities to support and inform parents and carers, and expand networking opportunities with a range of stakeholders

Vision:

At Lift Kingswood, we are dedicated to ensuring that our students leave our school empowered with the knowledge and skills to thrive in the working world and further education.

Delivery Plan: Lift Kingswood

Objectives	Gatsby Benchmark Mapping	Activities	Timescales			Delivered By
			Short Term (0-1 year)	Medium Term (1-2 years)	Long Term (>-2 years)	
To further reduce NEET figures	7,8	• Continue to accurately record destination data • Successfully re-engage alumni in education.	Y	Y		SHR

Ensure all Year 10 students are supported to complete work experience (SHR-Yr 10)	6	• Launch with Students/ Parents/Carers • Launch new Unifrog platform • Ensure 100% of students have a placement	Y			SHR
Increase networking opportunities with a wider range of stakeholders	2,3	• Review current sessions • Take student voice on sessions • Maximise careers fayre opportunities and grow into KS3	Y			ECW/ SHR
Further enhance Opportunities for parent/carer engagement in the Academy's careers programme	2,3	• Life events- publicise • Parental letters about events/careers days	Y	Y		ECW/SHR
Further develop students tracking of their own career experiences	3	• Ensure consistency in student tracker use • Ensure students understand the value and use of the document				ECW/ SHR

Monitoring and Evaluation

- The school will evaluate the impact of its careers guidance provision by a range of performance measures; which will include:
- Lift Review.
- Careers Hub review.
- Annual report and delivery of operating plan.
- Ongoing analysis of the impact of the service through statistical information and range of feedback methods and data collection from all stakeholders.
- Student feedback.
- Termly self-evaluation using Compass Evaluation Tool to monitor achievement of Gatsby Benchmarks.
- Annual Appraisal and review process.