

Woodfield Academy Careers Strategy 2025–26

1. Vision and Rationale

Woodfield Academy is committed to delivering a high-quality, inclusive and aspirational careers programme that prepares all pupils—particularly learners with SEND—for the next stages of education, training and adulthood. Careers education at Woodfield is not an add-on; it is an integral part of our curriculum, personal development offer and safeguarding duty.

Our careers programme supports pupils to:

- Develop high aspirations and realistic understanding of the world of work
- Build independence and life skills
- Make informed choices about future learning and employment pathways
- Challenge stereotypes and widen horizons

This strategy is written to meet:

- **DfE statutory careers guidance (2022)**
- **The eight Gatsby Benchmarks of Good Career Guidance**
- **Ofsted Education Inspection Framework – Personal Development**

It applies to all pupils in **KS2 and KS3**, with planned transition support beyond Year 8.

2. Context and Cohort Need

Woodfield Academy serves a highly diverse cohort of pupils with complex needs, including SEND, SEMH and communication difficulties. Many pupils require explicit teaching and repeated exposure to careers concepts in order to develop understanding, confidence and independence.

Our careers programme therefore prioritises:

- Personalisation and preparation for adulthood
- Experiential learning
- Strong partnership working with families, employers and external agencies
- Early and progressive careers education

Serving a community that includes areas of socio-economic disadvantage, our careers programme is designed to **raise aspirations, broaden horizons and challenge limiting stereotypes**. We aim to ensure that all pupils, regardless of background, develop the confidence, ambition and knowledge needed to make informed choices about their futures.

3. Governance and Leadership

- **Strategic Careers oversight:** Assistant Headteacher – Personal development / Data/Assessment (SLT)
- **Operational Delivery and lead:** Careers Lead supported by PSHE Lead, SENDCO and Phase Leaders
- **Governance:** Annual reporting to the Governing Body / Trust Board

The Strategic Careers Leader is responsible for ensuring compliance, quality assurance and continuous improvement of the careers programme.

4. Gatsby Benchmarks – Whole-School Commitment

Woodfield Academy is committed to meeting all eight Gatsby Benchmarks in a way that is appropriate to our pupils' age, stage and needs.

Gatsby Benchmark	Woodfield Approach
1. Stable Careers Programme	Published careers programme reviewed annually; evaluated termly
2. LMI	Age-appropriate labour market learning embedded in PSHE
3. Individual Needs	SEND-led, personalised careers planning
4. Curriculum Links	Explicit careers links planned in core and foundation subjects
5. Employer Encounters	At least one meaningful employer encounter per year group
6. Workplace Experiences	Progressive exposure through visits, simulations and role-play
7. FE/HE Encounters	Encounters with colleges, training providers and supported pathways
8. Personal Guidance	Access to impartial careers advice, differentiated by need

5. Curriculum and Progression

Careers education is delivered through:

- PSHE
- Subject lessons (curriculum-careers links)
- Assemblies and enrichment days
- Employer encounters and visits

Careers Learning Progression

- **KS2:** Awareness of jobs, strengths, teamwork and the local community
- **KS3:** Decision-making, employability skills, pathways and aspirations

Learning outcomes are sequenced to ensure pupils can articulate:

- What they are good at
- What jobs exist
- What skills work requires
- What their next steps might be

6. SEND and Preparation for Adulthood

Careers education at Woodfield is aligned with **Preparation for Adulthood outcomes:**

- Employment
- Independent Living
- Community Inclusion

Support includes:

- Differentiated resources and delivery
- Close liaison with families
- Use of external agencies and supported providers
- Transition planning embedded into EHCP reviews where appropriate

High aspiration is maintained for all pupils.

7. Employer and Community Partnerships

We work closely with:

- Local employers
- The Careers & Enterprise Company and Careers Hub

Encounters are quality-assured to ensure they are meaningful, accessible and relevant to our pupils.

8. Provider Access Policy (Baker Clause)

Where appropriate Woodfield Academy is committed to providing pupils with information about the full range of post-14 and post-16 pathways. Provider access is planned, equitable and monitored to ensure SEND learners are not disadvantaged.

The Provider Access Policy is published separately on the school website.

9. Monitoring, Evaluation and Impact

Impact is evaluated through:

- Compass benchmarking
- pupil voice

- parental feedback
- staff review
- destination and transition data (where appropriate and including high school choice)

Findings inform annual improvement priorities.

Careers Action Plan 2026–27

Benchmark 1: Stable Careers Programme

Action	Lead	Timescale	Success Criteria
Publish updated careers programme on website	Careers Lead	April 26	Programme accessible and reviewed annually
Termly review of careers provision against Gatsby	SLT	Termly	Compass scores improve or are sustained

Benchmark 2: Learning from Labour Market Information

Action	Lead	Timescale	Success Criteria
Embed LMI in PSHE planning	PSHE Lead	Autumn 2026	Pupils can identify job sectors and skills
Staff CPD on LMI use	SLT	Spring 2027	Staff confidence increased

Benchmark 3: Addressing Individual Need

Action	Lead	Timescale	Success Criteria
Careers pathways differentiated for SEND learners	SENDCO	Ongoing	Evidence in EHCP reviews
Careers tracking for vulnerable pupils	Careers Lead and SLT	Autumn 2027	Clear progression shown

Benchmark 4: Curriculum Links

Action	Lead	Timescale	Success Criteria
Careers mapping completed for core subjects	Subject Leads	Autumn 2026	Curriculum plans reference careers
Subject staff share best practice	SLT	Spring 2027	Practice consistent across school
Lift the visual state of Careers	Lead	By Summer 2026 into Autumn	Posters, pathways in public areas More enrichment for all year groups

Benchmark 5: Employer Encounters

Action	Lead	Timescale	Success Criteria
One employer encounter per year group	Careers Lead	Annual	100% pupil participation

Benchmark 6: Workplace Experiences

Action	Lead	Timescale	Success Criteria
Workplace visits or simulations planned	Careers Lead	Annual	Pupils articulate learning

Benchmark 7: FE/HE Encounters

Action	Lead	Timescale	Success Criteria
Transition work	Careers Lead	Annual	Pupils aware of next steps in terms of transition

Benchmark 8: Personal Guidance

Action	Lead	Timescale	Success Criteria
Access to impartial careers adviser	SLT	Summer 2027	Pupils supported at transition

10. Review

This strategy will be reviewed annually by SLT and governors to ensure it remains compliant, inclusive and impactful.