West Craven High School CAREERS PLAN & RATIONALE 2026 - 27 "

GATSBY BENCHMARK 1: A STABLE CAREERS PROGRAMME"

What Good Looks Like"	**What We Do at West Craven**"	**Impact / Evidence / Evaluation**"
A structured careers programme is in place and understood by all stakeholders"	A structured CEIAG programme is in place and delivered through PSHE, tutor time, curriculum links and key events such as PET Careers Day and Work Experience Weeks. Information is shared with students, parents and staff through assemblies, newsletters and the school website."	Students have a clear understanding of career pathways and key decision points. Increased engagement during careers-focused events."
Programme has clear leadership and strategic support"	A named Careers Leader coordinates provision across school, working closely with SLT, pastoral teams and external partners (e.g. Inspira & EBP)."	Provision is consistent and aligned to whole-school priorities. Careers is recognised as part of personal development."
Careers programme is published"	Careers information and key events are shared via the school website, newsletters and parent communications."	Parents are increasingly informed and engaged with careers provision."
Programme is reviewed regularly"	Student voice, staff feedback and employer input are collected following key events (e.g. Careers Day, work experience). Compass+ is used to track provision."	Continuous improvement of the programme with adaptations made each year."
All pathways promoted equally"	Students are exposed to a wide range of pathways including sixth form, college, apprenticeships and employment through assemblies, provider visits and careers events."	Students demonstrate improved awareness of post-16 options and make informed choices."

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GATSBY BENCHMARK 2: LABOUR MARKET INFORMATION (LMI)"

What Good Looks Like"	**What We Do at West Craven"**	**Impact / Evidence / Evaluation"**
Students access up-to-date LMI"	LMI is shared during PSHE sessions, assemblies and careers events, including input from external providers and employers."	Students show improved understanding of local and national career opportunities."
LMI embedded across curriculum"	Curriculum areas highlight career links where appropriate, particularly in subjects such as Maths, Science and Technology."	Students understand how subjects connect to future pathways."
Parents have access to LMI"	Careers information is shared through newsletters, parent events and the school website."	Increased parental awareness at key transition points."
Staff are trained"	Staff are supported to include careers links within lessons and form time activities."	Greater consistency in careers messaging across the school."

GATSBY BENCHMARK 3: ADDRESSING THE NEEDS OF EACH PUPIL"

What Good Looks Like"	**What We Do at West Craven"**	**Impact / Evidence / Evaluation"**
Tailored careers provision"	Students receive careers guidance through assemblies, workshops and one-to-one support, particularly in KS4."	Students feel supported in making decisions about their future."
Equality and diversity promoted"	Careers activities challenge stereotypes and expose students to a wide range of role models and industries."	Raised aspirations across all groups of students."
Personalised guidance and record keeping"	All Year 10 and 11 students receive impartial 1:1 Careers Guidance through Education Business Partners. Key students	Improved engagement and targeted intervention for vulnerable groups."

"	(e.g. SEND, PP, NEET risk) receive additional support and guidance through form tutors, pastoral leaders, external partners such as Inspira, Barclay's Life Skills and Education Business Partners. "	"
Destinations data used" "	The school tracks post-16 destinations and uses this to review provision. "	Reduction in unknown destinations and improved progression outcomes." "

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GATSBY BENCHMARK 4: LINKING CURRICULUM TO CAREERS"

What Good Looks Like" "	**What We Do at West Craven**" "	**Impact / Evidence / Evaluation**" "
Careers embedded in subjects' "	Subjects incorporate careers links through lessons, projects and enrichment opportunities." "	Students understand the relevance of their learning." "
Students understand pathways" "	Teachers highlight skills and progression routes linked to their subject areas." "	Increased student motivation and engagement." "
STEM pathways promoted" "	STEM subjects promote careers through activities, competitions and external links. During lessons and tutor time activities. "	Greater awareness of STEM careers." "
Careers displays visible" "	Careers information is displayed in classrooms / corridors and shared digitally." "	Constant exposure reinforces key messages." "

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GATSBY BENCHMARK 5: EMPLOYER ENCOUNTERS"

What Good Looks Like"	**What We Do at West Craven"**	**Impact / Evidence / Evaluation"**
Regular employer encounters"	Students take part in Careers Day, enterprise activities, employer-led sessions and two week work experience placements.	Students gain insight into different industries."
Embedded across year groups"	Activities are delivered across KS3 and KS4, increasing in focus as students approach key decisions."	Progressive development of career knowledge."
Range of activities"	Speakers, external workshops and employer visits are incorporated into the programme."	Students engage well with real-life experiences."
Meaningful encounters"	Employer sessions focus on skills, pathways and real experiences.	Students develop a realistic understanding of work."

GATSBY BENCHMARK 6: WORKPLACE EXPERIENCES"

What Good Looks Like"	**What We Do at West Craven"**	**Impact / Evidence / Evaluation"**
All students experience the workplace"	Year 10 students participate in Work Experience Weeks, organised with support from the school and external partners."	Students develop employability skills and confidence."
Variety of opportunities"	Students secure placements across a range of sectors, supported by school communication with employers and parents."	Broader exposure to career pathways."
Planned and reflected on"	Students prepare for placements and reflect on their experiences afterwards using their work experience diaries.	Improved awareness of workplace expectations."

Supports decision-making" "	Work experience links directly to post-16 planning and future aspirations." "	Better-informed choices at KS4." "

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GATSBY BENCHMARK 7: FE & HE ENCOUNTERS"

What Good Looks Like" "	**What We Do at West Craven**" "	**Impact / Evidence / Evaluation**" "
Exposure to all pathways" "	Students engage with colleges, training providers and apprenticeship organisations through visits and events. Including Nelson and Colne College, Burnley College, and Myerscough College. "	Increased understanding of options after Year 11." "
Encounters with providers" "	FE providers attend Careers Day and deliver sessions in school and on their campus.	Students can compare different routes." "
Experience of learning environments" "	Visits and talks help students understand post-16 settings." "	Reduced anxiety around transition." "
Parents informed" "	Parents receive information through letters, newsletters and events." "	Parents better equipped to support decisions." "

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GATSBY BENCHMARK 8: PERSONAL GUIDANCE"

What Good Looks Like" "	**What We Do at West Craven**" "	**Impact / Evidence / Evaluation**" "
Access to qualified advisers" "	Students access guidance through external partners (Education Business Partners) "	Students receive professional, impartial advice." "
One-to-one interviews" "	Year 10 and 11 students receive individual careers interviews, with additional support for targeted students."	Students feel more confident about their next steps."

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Tailored guidance" "	Support is prioritised for vulnerable students and those at risk of NEET from Form tutors, SEND Team and Pastoral Leaders. "	Improved engagement and outcomes." "
Outcomes tracked" "	Careers action plans and intended destinations inform follow-up support. We work with local colleges to track intended destinations and applications. "	Stronger transition into post-16 destinations." "

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