

Madeley School Careers Strategic Overview

Strategic development plan | Revised October 2026

Vision and intent

Every student in Years 7–11 will have access to an inclusive, progressive careers learning journey, shaped by Madeley School values and informed by local labour market information, employer encounters and impartial guidance.

This revised strategic overview responds to the Careers Impact Internal Leadership Review (April 2026), which described strong foundations but identified inconsistent whole-school embedding and impact evaluation.

2026–2027 strategic objectives

- S1: Strengthen distributed leadership: specify responsibilities for Director of Careers and Work Related Learning (SK), MH, Heads of Department, Heads of Year, tutors and Academy Councillors.
- S2: Deliver progressive, meaningful employer and provider encounters for all year groups, recorded and evaluated.
- S3: Embed careers and local labour market learning into all subject areas, with a particular focus on English, mathematics, science and STEM.
- S4: Develop workplace experiences in Years 7–9 and deliver Year 10 work experience, 5–9 July 2027, with safeguarding and health-and-safety checks.
- S5: Use Unifrog, Compass+, Future Skills Questionnaire, destination measures and stakeholder voice to identify gaps, support students at risk of NEET and measure impact.
- S6: Introduce structured staff CPD and quality assurance of Compass CEIAG Personal Development lessons, tutor delivery and subject careers links.

Delivery, ownership and review

SK: programme leadership, employer and provider partnerships, monitoring and evaluation. MH: supporting programme planning, departmental/tutor implementation and evidence review (specific responsibilities to be confirmed by school). Heads of Department: curriculum mapping and evidence. Heads of Year and tutors: regular careers activities, referrals and participation. Senior leaders and Academy Councillors: challenge and termly review.

Autumn: baseline participation and learner needs, curriculum and tutor mapping, employer schedule. Spring: review encounters, careers/apprenticeship activities and targeted interventions. Summer: evaluate Year 10 work experience, destinations, student voice and impact; agree priorities for 2027–2028.

Success measures

Record year-group participation and meaningfulness of employer/provider encounters; subject-linked activity; Unifrog and Compass+ evidence; FSQ and feedback changes; work experience access and completion; post-16 destinations and targeted support. Baselines and numeric targets to be approved following autumn review.