



CEIAG Development Plan

2025 - 2026

Updated 04/10/2025



Learn to succeed

Overarching Actions

Overarching			
	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To provide a greater awareness of how we are meeting the needs of our pupils is ascertained so that we can plug gaps	Implement Compass+ Careers survey again	Survey complete March 2026 Results need analysing and strategies creating and implementing Summer term create strategy
2	To ensure we know where all pupils are in three years regardless of LCC information. Information to inform our learning programme.	Implement a strategy of sharing information with Year 11 prior to leaving to ensure tracking information is available in the future via their mobile device, Email or social media platforms.	Data collection ongoing
3	To develop our current identification of NEET and strategies for NEET into a documented process to keep NEET low	Review all RONI documents and combine them with our own processes to create a process	March 2026
4	To ensure that pupils and subject staff are aware of which new T Levels are available in certain fields, and where.	Further information given to stakeholders on T Levels available in our area, particularly to subject leaders it relates to.	To go out on Teams again in February 2026 and to parents
5	To ensure the Governor is fully included in our planning, to enable him to support our aims where necessary.	Continue links with Careers Trustee	Awaiting new Trustee assignment
6	To ensure that teaching staff know, which pupils have an interest in their field, to foster further advice and guidance in lessons and direct learning.	Share information from surveys	March for the Careers Survey

7	To develop employability skills and receive a qualification for it.	Investigate ASDAN AOPE Skills Builder	Summer term Already have PiXL Edge and iDEA Award
8	To improve provision through pupil voice	To reissue pupil surveys regarding careers provision in school	To issue in March 2026
9	To improve employability skills	Investigate Enterprise Days at other schools to see how we can replicate them – Lostock.	July 2026
10	To support pupils in gaining exposure to further and higher education activities	Investigate Future First	July 2026
11	To ensure all information is accessible on the school website	Investigate Maricourt High School, Maghull website to enhance ours	July 2026
12	Review the New Gatsby Benchmarks	Identify additional strategies to support the benchmarks and implement them	March 2026
13	Information available for students, teachers, employers, parents	Check the website is appropriate for all Add new areas where required	March 2026
14	Parents follow the same education path as adults	Create and informative booklet with stages documented Add information to the newsletter which allows parents to tap in a back of resources which mirror pupil ones	March 2026
15	Staff training	Information booklet for each subject area created with all relevant information in	July 2026

Gatsby Benchmark Actions

GB1 – A stable careers programme

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	Ensure current curriculum map is on the website	Rework Add to the website	October 2025
2	Pupils must understand objectives of careers learning	Learning objectives on curriculum slides	January 2026
3	Pupils must have tie to reflect on careers learning	Thought provoking questions on the end of curriculum slides	January 2026
4	Employers consulted on the career provision	Share the curriculum with employers at the STEM fair and ask for feedback	February 2026

GB2 – Learning from labour market information

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To ensure all parents and pupils are aware of current and future employment shortages, to direct them towards more certain careers.	Ensure LMI information goes out to all stakeholders every academic year	Information released again to pupils January 2026 Information released again to parents January 2026 Information released again to staff January 2026
2	To ensure subject staff related to shortages promote related careers to assist pupils in considering more certain careers.	Subject staff made aware of where shortages link to their subjects	Information released again to staff January 2026

GB3 – Addressing the needs of each pupil

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To ensure all pupils receive the guidance they require to make informed choices regarding career interests, pathways, courses, qualifications, and gaining employability skills, specific to them. To ensure we know what exposure our pupils have had to experiences, to assist us in ensuring we provide the right provision for individuals. Specifically targeting pupils with barriers to learning	Ensure there is information in The Careers Hub	Prospectuses are there. All other info is delivered through P6 L4L
2		Every pupil should have at least one such interview by the age of 16	Achieved All completed by January applications
3		Ensure pupils are aware of how to get one to one advice in the newsletter, on Teams and by email.	Flyer to go out again in February 2026
4		Ensure all SEND pupils > DP > Middle ability boys > 'barrier' pupils are high priority for one to one advice	Started this and ongoing on Year 10 into Year 11 Look to meet with pupils every year for aspiration
5		Re survey all pupils to ascertain their career aspirations now, to target information, guidance and group work.	To re issue in March 2026
6		Add a section to the website specifically for SEND	March 2026

GB4 - Linking the curriculum learning to careers

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1		Careers Week – Subjects issue their subject careers booklets	February 2026

2	To ensure pupils are aware of careers in fields, related to subjects they are interested in. To subject staff have an awareness of pupils who are interested in careers in their field, to advise and to tailor experiences.	Ensure all subjects utilise the PiXL careers resources during NCW in March.	Reminder in February 2026
3		Investigate the possibility of formalising careers in SOL across the school	July 2026 with KT
4		Make investigating careers a compulsory objective on Evolve for school trips. A resource will need creating.	Speak to Mark about how – February 2026
5		Create a checklist of requirements for subjects, to include what should be in classrooms/departments, to what content they need to cover.	Staff handbook – September 2026
6		Heads of Subject to have specific careers content embedded in curriculum – Logo?	Remind subject leaders

GB5 – Encounters with employers and employees

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To ensure pupils are fully aware of different jobs and what they involve to make informed decisions.	Encourage 'Bring a child to work days' for during school holidays.	Research and plan to disseminate information to parents in July 2026
2	To further develop communication skills with unfamiliar adults.	Make investigating careers a compulsory objective on Evolve for school trips. A resource will need creating.	Speak to Mark about how – February 2026 Can he add a bit on evolve reminding staff of expectations
3		Compile a database of current employer links we have. Does this match our pupil interests and LMI shortages?	March 2026 from work experience and the careers fairs
4		Make speaking to employers and employees a compulsory objective on Evolve for school trips.	Speak to Mark about how – February 2026

GB6 – Experiences of workplaces

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To ensure pupils are fully aware of different types of workplaces and how it feels to work there. To further develop communication skills with unfamiliar adults. To include 5 days work experience at KS3 and 4	Encourage 'Bring a child to work days' for during school holidays.	Research and plan to disseminate information to parents in July 2026
2		Make flagging 'this is a workplace' a compulsory objective on Evolve for school trips.	Speak to Mark about how – February 2026
3		Create volunteering roles across school to provide our pupils with employability skills	Requests went out in September and staff advertised posts
4		Investigate work shadowing opportunities in school	Requests went out in September and links made with staff WEX Week
5		Investigate volunteering opportunities in the local community	Ongoing
6		Create a strategy to monitor KS3WEX Implement it Identify strategies to address it Create a video bank which bolsters this education	September 2025 – Implemented September – October 2025 November 2025 Ongoing

GB7 – Encounters with further and higher education

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	<p>To be fully aware of different further and higher education pathways that are available to them.</p> <p>To raise aspiration</p> <p>To be fully aware of the different environments they can study and is best suited to them.</p>	Foster greater links with the transition teams at UCLAN.	April for University Survey

GB8 – Personal Guidance

	Objective with Outcomes (Intended Impact)	Action/Implementation (How will it be achieved?)	Progress notes
1	To ensure all pupils receive the guidance they require to make informed choices regarding career interests, pathways, courses, qualifications, and gaining employability skills, specific to them.	Ensure all SEND pupils > DP > Middle ability boys and 'barrier' pupils are high priority for one to one advice	Started Year 10 into 11
2		Survey all pupils to ascertain their career aspirations now, to target information, guidance and group work.	To issue in March 2026
3		Foster greater links with the transition teams at UCLAN.	April for University Survey
4		Investigate one to one interviews, every year regarding aspiration for 'barrier' pupils	

WHAT DO WE WANT RESOURCES WISE

[illegible]

Careers Curriculum Journey

Year 7 – Gateway to Priory

Week	Session 1	Session 2	Session 3	Session 4
T1a W1				
T1a W2	Problem solving in school - Part 1		Welcome to Microsoft Teams	
T1a W3			Problem solving in school – Part 2	
T1a W4				
T1a W5				
T1a W6				
HT				
T1b W1				
T1b W2				
T1b W3				
T1b W4				
T1b W5	Personal Goals PT1 – Why is this important?	Personal Goals PT1 – Invictus Games case study	Personal Goals – Legacy and Vision Board	Personal Goals – Careers link
T1b W6	Personal Goals – Making a plan part 1	Personal Goals – Making a plan part 2		
T1b W7				
ET				

Year 8

Week	Session 1	Session 2	Session 3	Session 4
T1a W1				
T1a W2				
T1a W3				
T1a W4	What do I want to achieve in the future?	QUIZ – Can my personality predict my future?	Hot Jobs Bingo	How many jobs?
T1a W5	A Job versus a career	Jobs Sectors A-Z	Guess My Job - Explore careers	What do I want to achieve in the future?
T1a W6	What is the future of jobs and careers?	Job Sectors	Soft Skills	Hard Skills
HT				
T1b W1	Soft Skills – Skills Builder - Listening		Soft Skills – Skills Builder - Speaking	
T1b W2	Soft Skills – Skills Builder - Problem Solving		Soft Skills – Skills Builder - Creativity	
T1b W3	Soft Skills – Skills Builder - Staying Positive		Soft Skills — Skills Builder - Aiming High	
T1b W4	Soft Skills — Skills Builder – Team Work		Soft Skills – Skills Builder - PiXL LORIC - Leadership	
T1b W5	Soft Skills – PiXL LORIC - Organisation		Soft Skills – PiXL LORIC - Resilience	
T1b W6	Soft Skills – PiXL LORIC -Initiative		Soft Skills – PiXL LORIC - Communication	
T1b W7				
ET				

Year 9

Week	Session 1	Session 2	Session 3	Session 4
T1a W1				
T1a W2				
T1a W3				
T1a W4	Further Education Introduction Part 1	Further Education Introduction Part 2	Pathways and Qualifications Post 16	
T1a W5	Local Post 16 Providers – Who are they?		A Levels Introduction	A Levels in our area
T1a W6	BTEC and T Level Introduction	BTECs and T Levels in our area	Other Vocational Courses Introduction	Other Vocational Courses in our area
HT				
T1b W1	Apprenticeships Introduction	Apprenticeships in our area	Local Post 16 Apprenticeship Providers	Options - What subjects do I like?
T1b W2	Options - Do my subjects link to my Career ideas?	Options - Introduction	Options - EBacc	Options – The Options webpage
T1b W3	Options – Making my first Choice	Deciding on a college or apprenticeship	I Love Apprenticeships booklet Task 1	I Love Apprenticeships booklet Task 2
T1b W4	I Love Apprenticeships booklet Task 3	I Love Apprenticeships booklet Task 4	I Love Apprenticeships booklet Task 5	I Love Apprenticeships booklet Task 6
T1b W5	I Love Apprenticeships booklet Task 7	I Love Apprenticeships booklet Task 8	I Love Apprenticeships booklet Task 9	I Love Apprenticeships booklet Task 10
T1b W6	HE -Why should I go to University	HE – What is a Sandwich Year at University?	HE - How do apply for a university in the UK?	HE – What funding can you get to go in the UK
T1b W7				
ET				

Year 10 – World of Work

Week	Session 1	Session 2	Session 3	Session 4
T1a W1				
T1a W2				
T1a W3				
T1a W4	Youth Employment UK, Journey to work course – ‘Introduction’ and ‘Understanding you’		YEUK – ‘Understanding yourself’	YEUK – ‘SWOT’
T1a W5	YEUK – ‘Understanding others and treating them fairly’	YEUK – ‘The Wrong Crowd?’	YEUK – ‘Your First Steps To Overcoming Barriers’	YEUK – ‘Physical And Mental Health Barriers’
T1a W6	YEUK – ‘Transport Barriers – Working from Home’	YEUK – ‘Internet’	YEUK – ‘Self Improvement’	
HT				
T1b W1	Work Experience – Why? And How to find placements		Work Experience – What we need you to do and Knowing your business	
T1b W2	Work Experience – First day at work and Personal Presentation		Work Experience - Personal Conduct – What I say and what I do... or don’t	
T1b W3	Work Experience - Health and Safety and raising Concerns		Work Experience – Confidentiality, Showing gratitude and networking	
T1b W4	Looking For A Job – How and Where?	Let’s look at job adverts	Introduction to writing a CV	Writing your job CV
T1b W5	Let’s write your job CV		Interviews	Question Practice
T1b W6	Psychometric Testing - Introduction	Psychometric Testing Examples	How to improve your chances	Keeping Employability Evidence
T1b W7				
ET				

Year 11

Week	Session 1	Session 2	Session 3	Session 4
T1a W1				
T1a W2				
T1a W3				
T1a W4				
T1a W5				
T1a W6				
HT				
T1b W1	Reviewing College Application forms	Reviewing Apprenticeship Application forms	How to complete a college application form	What experience am I missing?
T1b W2	FE College Application Preparation - Drafts			Reading - TBC
T1b W3	FE Apprenticeship Application Preparation - Drafts		FE Interview – Processes, formats and how to conduct myself in a successful interview	
T1b W4	FE Interview Questions		Prepare some of your own answers	Reading - TBC
T1b W5	Alternatives to University	What is a Gap Year?	Introduction to University and studying	First Week at University
T1b W6	Budgeting at University	Russell Group Universities	What is UCAS?	Reading - TBC
T1b W7				
ET				

WHAT DO WE WANT OUR YEAR PLAN TO LOOK LIKE

When?	Stakeholder Audience	Event title	Details	Delivery model
September	As above	Website update	All information and documents updated	
	Parents, pupils, staff	LMI Awareness	Publish current details annually to ensure all parties are aware	Newsletter, Teams, Email, Website update
	Pupils and Parents	Promotion of Careers Advice	Flyer up regarding drop ins and appointments released	Newsletter, Teams, Email, Website update
October	Pupils and Parents	CEIAG activities for + Award	Release all activities and web links regarding CEIAG for pupils to work on for the Priory + Award. Can be as part of a booklet to parents re the award	Infor for pupils on Teams. Parent info emailed
	Year 11	Assemblies	Education and training providers come in	Assembly
November	Year 10, staff and parents	Work Experience Preparation	Information in L4L P6 content VE Assemblies and pack release	Newsletter, Teams, Email, Letters home, booklet, Website update
	Year 11	Assemblies	Education and training providers come in	Assembly
December	Pupils and Parents	CEIAG activities for + Award	Release all activities and web links regarding CEIAG for pupils to work on for the Priory + Award. Can be as part of a booklet to parents re the award	Infor for pupils on Teams. Parent info emailed
	Year 11	Assemblies	Education and training providers come in	Assembly
January	Year 9, staff and parents	Options Preparation	Information in L4L P6 content NG Assemblies and pack release	Newsletter, Teams, Email, Letters home, booklet, Website update
	Pupils and Parents	Promotion of Careers Advice	Flyer up regarding drop ins and appointments released	Newsletter, Teams, Email, Website update
February	Staff, pupils, Parents	National Apprenticeship Week	Information that is subject related in lessons General Information on Teams for pupils Information messaged out to parents	Newsletter, Teams, Email, Letters home, booklet, Website update
	Staff, pupils, Parents	IDEA Award	Information that is subject related in lessons General Information on Teams for pupils Information messaged out to parents	Newsletter, Teams, Email, Letters home, booklet, Website update
March	Staff, pupils, Parents	National Careers Week	Information that is subject related in lessons General Information on Teams for pupils Information messaged out to parents	Newsletter, Teams, Email, Letters home, booklet, Website update
	Pupils and Parents	CEIAG activities for + Award	Release all activities and web links regarding CEIAG for pupils to work on for the Priory + Award. Can be as part of a booklet to parents re the award	Infor for pupils on Teams. Parent info emailed
April	Year 10	L4L Day	Colleges in to discuss college life	L4L Day
	Year 10	College Visits	HoY to arrange sample days	

	Pupils and Parents	Promotion of Careers Advice	Flyer up regarding drop ins and appointments released	Newsletter, Teams, Email, Website update
May				
June	Pupils and Parents	CEIAG activities for + Award	Release all activities and web links regarding CEIAG for pupils to work on for the Priory + Award. Can be as part of a booklet to parents re the award	Infor for pupils on Teams. Parent info emailed
July				