



**SKEGNESS ACADEMY**

**3 YEAR CAREERS STRATEGY  
2025-2028**



**Careers & Employability**  
SKEGNESS ACADEMY

## Overview

Priority	Overview	Strategic Lead
1	Implement a review system for the careers programme that incorporates lesson walks and learning observations, ensuring alignment with students' chosen career paths in the golden thread to success.	
2	Develop a careers programme that is fully embedded within the SKA Inclusion Plan, ensuring accessibility and tailored support for all students.	
3	Strengthen parent engagement through structured feedback mechanisms, ensuring parental voice informs careers programme improvements. Use of MS Form and Group call	

## Priority 1: Implement a review system for the careers programme

Member of staff responsible:

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact
Establish a structured review system incorporating lesson walks, learning observations, and feedback mechanisms.	Develop a clear observation framework aligning careers education with the golden thread to success. Train staff on conducting career-focused lesson walks.		Ensure careers education is consistently high quality and linked to students' chosen career paths.
Collect and analyse career pathway data from student interactions.	Utilise student feedback and post-lesson reflections to assess impact.		Tailor careers education to student aspirations, ensuring relevance and engagement.
Integrate careers evaluation into whole-school quality assurance processes and make sure careers is mention in the whole school improvement plan	Develop reporting templates for SLT and governors.		Careers provision is continuously refined, demonstrating improved student outcomes.

## Priority 2: Embed the careers programme within the SKA Inclusion Plan

Member of staff responsible:

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact
Map careers education against SKA Inclusion Plan objectives.	Conduct gap analysis to identify areas for embedding careers learning into SEND and inclusion strategies.		Ensure every student, regardless of need, has access to meaningful career education.
Provide differentiated careers guidance for students with additional needs.	Work with SENCO and inclusion teams to tailor career support and workplace experiences.		Improve post-16 destinations and sustained employment outcomes for SEND students.
Strengthen staff training on inclusive careers education.	Develop CPD modules covering careers and inclusion best practices.		Increase staff confidence in delivering inclusive careers guidance.

## Priority 3: Enhance parent engagement in careers education

Member of staff responsible:

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact
Establish formal parent feedback mechanisms.	Create termly parent surveys and focus groups to assess careers provision.		Parents have a structured voice in shaping careers education.
Provide targeted careers resources for parents.	Develop an online careers portal with LMI, pathways, and support materials.		Increase parental confidence in supporting students' career decisions.
Strengthen parental involvement in career events.	Host parent-inclusive career fairs and employer networking events.		Improved parental engagement in students' career planning.

## Alignment with Careers Impact Maturity Model

This strategy aligns with the Careers Impact Maturity Model by ensuring:

- **Leadership and Vision:** Career provision is a strategic priority within school development.
- **Inclusion and Accessibility:** Tailored approaches for all learners, including SEND and vulnerable groups.
- **Stakeholder Engagement:** Regular feedback from students, parents, and staff to drive improvements.
- **Impact Evaluation:** Data-driven decision-making to measure career education effectiveness.

This document will be reviewed annually to assess progress against strategic priorities.