

WLP Careers Policy

This policy is applicable to the Wonder Learning Partnership (WLP)

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Introduction

All young people need a planned programme of activities to help them choose the pathways that are right for them and to be able to manage their careers and sustain employment throughout their lives.

Careers Guidance will focus on the specific needs of the individual student to promote self-awareness and personal development. It will aim to provide current and relevant information to enable each student to make informed decisions about their future. It will be presented in an impartial manner and be differentiated to suit the requirements of each individual student. It is the aim of all of our secondary schools to work towards the Quality Careers Mark and for a firm foundation for this to have been laid at primary phase.

Context

The Careers programme will align itself with the Gatsby Career Benchmarks as set out in the government Careers Strategy (January 2018). There are 8 benchmarks:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each student
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experience of workplaces
- Encounters with further and higher education
- Personal guidance

One of the key principles behind the Gatsby Benchmarks is quality interaction between the employers and students. To help the school build on already established business links, our schools are partnered with the Careers and Enterprise Company (CEC). The CEC helps link schools with businesses.

Intent and Impact

Intent

The Trust aims to provide a progressive careers education programme which:

- Raises aspirations and broadens horizons.
- Supports pupils to understand the full range of education, employment and training pathways available.
- Develops pupils' knowledge of the world of work and future labour market opportunities.
- Enables pupils to make informed and ambitious decisions about their next steps.
- Challenges stereotypes and promotes equality of opportunity.
- Develops employability, enterprise and personal development skills.
- Supports pupils to become successful, confident and responsible citizens.

Impact

Our schools are committed to providing a planned programme of careers education and information advice and guidance (CEIAG) for all students in Years 7-13, in partnership with impartial careers services, businesses, employers and FE/HE organisations.

Pupils are entitled to careers education and guidance that is impartial and confidential. It will be integrated into the student's experience of the whole curriculum. The programme will raise aspirations, challenge stereotyping and promote equality and diversity. The Trust will ensure compliance with the statutory provider access requirements and will provide opportunities for a range of education and training providers, including apprenticeship and technical education providers, to access pupils in Years 8-13.

Our schools fully comply with the Education Act 1997 which stipulates provider access to our pupils and students from Further Education and other training providers

Parents and Carers

Parent/carer involvement is encouraged at all stages. Parents/carers can access the CEIAG information at all times through the CEIAG section of the school website. In addition to this, parents/carers are kept informed by newsletter, at open evenings and through the student planner.

Implementation - management

At secondary schools, the Careers Coordinator is primarily responsible for the implementation of the planned activities and opportunities Years 7-11. The Head of Sixth Form is primarily responsible for Years 12/13. The Careers Coordinator is assisted (for students at risk) by SENCO, member of SLT and the LA. There will always be an SLT link for careers and a linked governor. At primary, responsibility for careers education falls within the remit for the subject lead for PSHE.

Implementation - teaching

All staff contribute to CEIAG through their roles as tutors and teachers.

At primary, the school will work to encompass careers education and guidance into subjects across the curriculum. All teachers will be asked to support the career development of young people in their role and through their subject teaching. Our PSHE provision in particular has a focus on careers through our provider, 1Decision. All children, for example, will follow a unit on Enterprise.

At secondaries, the CEIAG programme is planned, monitored and evaluated by the Careers Coordinator and SLT link (and Head of Sixth Form for Years 12/13). Careers information is primarily taught within the Personal Development element of the curriculum, as well as off timetable activities and opportunities. Training needs and CPD opportunities are organised as appropriate. 1 to 1 impartial careers interviews are carried out by a (at least) Level 6 qualified careers advisor.

In each setting, the school's careers programme will aim to raise the aspirations of all pupils whilst being tailored to individual needs. The programme will inform pupils of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.

All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure pupils from all backgrounds, gender and diversity groups, and those with SEND, can consider the widest possible range of careers.

All schools – primary and secondary - will run Careers Guidance events including Speed Dating in conjunction with the NTLT and a range of employers and guest speakers from a range of organisations to provide awareness of the variety of offers. The school will ensure that visitors act as role models to inspire pupils and encourage aspirational aims.

Surveys will be conducted to find out individual pupils' aspirations, such as the Futures survey in Year 9. The results of the surveys will create careers guidance and experience that will be tailored to pupils needs based on their own aspirations and abilities.

Partnerships

Our schools have a working relationship with the Careers and Enterprise Company. Links are continually being developed with FE/HE provider organisations, local training providers, local agencies and businesses.

Monitoring, review, and evaluation

The programme is reviewed formally each term on Compass+ with our Careers and Enterprise Company links. Feedback is given to the SLT link, who then disseminates the information to the wider SLT and governors.

These regular evaluations allows for consistent and regular actions to be taken to further personalise and improve the quality of the provision.

Particular attention will be given to supporting pupils with SEND, disadvantaged pupils, looked-after children and those at risk of becoming NEET to ensure equitable access to careers education, guidance and experiences.

The Lead teacher in each school for Personal Development / PSHE is responsible for the regular monitoring of the quality of teaching and learning for the subject. Provision will be monitored through:

- Staff and student voice
- Observations
- Learning walks
- Work scrutiny

This information will be used to make changes and improvements to the programme on an on-going basis.