Smallbrook School Strategic Careers Plan – 2026/2027

Vision

SLT Comments:	Link Governor Comments:	Enterprise Adviser Comments
Parent Voice Comments:	**Student Voice Comments:**	**Staff Voice Comments:**

School, Special School or College Vision Statement/Values:
The education we provide gives our students the experience of achievement as well as the qualifications they need to get on in the world. The school promotes a safe and supportive learning environment in which students are valued and can clearly see our high expectations of them. Students from year 9 above can access our specialist vocational training courses to pursue nationally accredited qualifications, such as motor vehicle, catering, construction, land-based studies and hairdressing/barbering within a purpose-designed learning environment.
Vision for Careers Provision **Ideas**:
Smallbrook careers education and guidance programmes are fundamental in preparing our young people for the opportunities, responsibilities, and experiences of life. During their time at the Smallbrook School students will be supported by the school's dedicated Careers Department and complete an accredited employability qualification. Smallbrook offers a wide range of careers education, information, advice, and guidance activities delivered through workshops, events, work experience and lessons. The overall aim of our career's education, information, advice, and guidance is to help students to:

- Understand themselves better and develop their personal capabilities.
- Acquire the skills necessary for making realistic decisions.
- Make informed choices about their own career paths.
- Be aware of all education, training and career opportunities Post 16 and Post 18.
- Gain information about jobs and employment (the labour market) in a variety of areas and understand the skills, knowledge, and attributes necessary to gain and sustain employment.

Vision for Careers Provision **Statement**:

- To enhance the programme already available by building our careers provision to allow opportunities outside of school
- To develop links with local college provisions to support our students with transitional experiences from YR10 onwards
- To forge links with specialist FE colleges and building a working relationship
- To build a catalogue of employers and stakeholders who will work with our students to offer work experience placement
- To build a sixth form bespoke provision which allows for each student to work towards EHCP targets and preparation for adulthood

Reviewing Current Provision

Review the current provision of your school, special school, or college's careers provision through:

- Completing Compass.
- Carrying out a SOAR analysis (looking at its existing Strengths, Opportunities, Aspirations and Results).
- Local context: LMI, growth sectors, FE/HE provision, etc.
- Collecting and Reviewing Evidence, including Feedback, Careers Knowledge & Skills, Education Engagement and Destinations Data.

Compass - Current Compass Score:	
Compass - Priority Benchmarks:	
LMI - Local and Regional Context:	

Strength of Careers Provision SOAR

Strengths	Opportunities
• Careers documented throughout all SOW on all subject areas • All year groups have access to onsite careers lead • Careers lead to work with KS2 to incorporate opportunities within their curriculum • Opportunities to meet with regional futures advisors to be increased	• Build relationships with local FE colleges and specialist provisions to support transition of students into post 16 education • Build relationships with local businesses to develop work experience opportunities with understanding employees • Build up opportunities for our students to access training providers as part of their planned timetabled week
Aspirations	**Results**
• Develop an enterprise/ community project which incorporates all core subjects and vocational areas to produce to sale • To open a pop shop which allows for work experience opportunities for students to sell their produce made from enterprise projects • To allow more time for careers leader to work with all year groups	• Destination data- more post 16 students into FE provisions • Work experience and public engagement • Enterprise projects resulting in pop shop producing familiar work experience
Key priority/action areas from SOAR: • Pop up shop or trailer to be sourced and facilitated by the end of this academic year	

Key strategic objectives

Key Strategic Objectives	
1	Develop a life skills package based on individual EHCP targets, as the time pupils have at SB comes to an end.
2	To develop and instigate a tiered travel training programme
3	To develop a work experience, offer, that reflects the opportunities for supported internships and supported apprenticeships.
4	Launch an enterprise aspect across, potentially all subject areas.
5	To develop a ‘pop up’ shop and/or market stall to develop life skill opportunities.

Action plan

(Smallbrook School) Strategic Careers Plan

Vision Statement: *The education we provide gives our students the experience of achievement as well as the qualifications they need to get on in the world. The school promotes a safe and supportive learning environment in which students are valued and can clearly see our high expectations of them.*
Date of last review: 14/01/25
Date of next review: 20th December 2025

Smallbrook School: Key Strategic Objectives	
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4	Launch an enterprise aspect across, potentially all subject areas.
5	To develop a 'pop up' shop and/or market stall to develop life skill opportunities.

School, Special School or College Name:	**Date Strategic Careers Plan Created:**	**Date approved by SLT:**	**Date approved by Governors:**	**Proposed Review Date:**
Smallbrook School **Career Leader Name:** Gemma Comerford	01/12/24	14/01/25		30/06/27

	Strategic Careers Plan - Academic Year: 2025/26				
Objectives *"What are the problems you are trying to solve?"*	**Actions, including CPD** *"What would solve the problem?"*	**Responsible/** *"Who is responsible for each action?"*	**Time** **"***When do you aim to have this completed by?"*	**Outcomes** *"What would success look like?"*	**Progress**
Develop a life skills package based on individual EHCP targets, as the time pupils have at SB comes to an end.	Offer a bespoke programme around sixth form which would allow for progression and preparation for adulthood	Gemma Comerford Lyndsay Guy Grove	Initial timetables to be operational by Sept 25 – ***completed*** Review and updating throughout academic year 25/26	Sixth students for 25/26 to have individual bespoke timetables – **completed**	*To continue to oversee this and ensure it works for the whole of this academic year*
To develop and instigate a tiered travel training programme	Sixth form programme to have a life skills emphasis around travel training which will develop students' independent skills around independent travel at their own pace and release the reliance on supported travel	Gemma Comerford Lyndsay Guy Grove	Initial plan and SOW to be operational by Sept 25 Review and updating throughout academic year 25/26 – ***Not implemented fully***	Sixth students for 26/27 to have individual bespoke timetables which include travel training appropriate to the individual	

To develop a work experience, offer, that reflects the opportunities for supported internships and supported apprenticeships.	To build strong relationships with employers and stakeholders who are supportive of our students and offer work experience placements To forge links with specialist FE colleges and building a working relationship to ensure they can offer SI and Apprenticeships to our students	Gemma Comerford Lyndsay Guy Grove	Ongoing over the next academic year 26/27	Access to local colleges where they provide vocational experiences to our students so they can develop reassurance around FE placements.	
Launch an enterprise aspect across, potentially all subject areas.	All subject areas working closely together to develop an enterprise project which incorporates core skills	Lyndsay Guy Grove All staff	In preparation for academic year 2025/2026	Enterprise projects would be arts and crafts that is made by our students to stock the pop-up shop	
To develop a 'pop up' shop and / or trailer stall to develop life skill opportunities.	Allow for opportunities of external work experience to our students whilst still in a supportive familiar environment	Lyndsay Guy Grove All staff	In preparation for academic year 2026/27	Shop/trailer within local community which is run by our staff and students	