

SMCS (Wycombe) careers' programme should:	Strategic (direction/organisation):	Operational (specific actions and resources):
Develops students' understanding of the employment environment, broadening horizons and ambitions.	<ol style="list-style-type: none"> <li>1. Each student receives half termly tutor sessions, helping them to reflect and engage with the careers' process.</li> <li>2. School website continues to be updated with relevant 'Career and labour market information'.</li> <li>3. Independent Careers Guidance Y10/11/12/13.</li> <li>4. Annual Careers' Week.</li> </ol>	<ol style="list-style-type: none"> <li>1. Each student to receive a portfolio to be added to across their school career.</li> <li>1. Half-termly career-based sessions to be shared with all staff.</li> <li>2. School website CIAG section to be updated 5.1.26.</li> <li>3. Careers newsletters to be shared continuously with parents on the school website.</li> <li>3. All students by Year 11 and 13 to receive an individual careers' appointment with an independent Careers Advisor.</li> <li>4. Careers' week (w.c. 9.3.26).</li> </ol>
Supports students in understanding the skills they need to succeed.	<ol style="list-style-type: none"> <li>1. Age-appropriate assemblies that meet the PAL (Provider Access Legislation) requirements.</li> <li>2. Subject-led guest speakers present careers opportunities and employer encounters, scheduled throughout year.</li> <li>3. Evaluations including pupil, student, staff questionnaires each year ensure that we understand the needs of the community.</li> </ol>	<ol style="list-style-type: none"> <li>1. Focus in Autumn and Spring Terms of FE and apprenticeship speakers/opportunities.</li> <li>1. Parents have been surveyed for speakers and to increase stakeholder engagement in autumn 2025. This will continue throughout 2026.</li> <li>2. Spring term Y9 Options Assemblies make explicit link to future careers.</li> <li>2. Parental speakers, NHS speakers and an apprenticeship-focused speaker in autumn 2025. Further engagement with NHS speakers, and contacts of the school scheduled for multiple year groups in spring and summer 2026.</li> <li>2. Success stories from alumni to be delivered in spring 2026.</li> <li>3. Use of Compass+ Questionnaires.</li> <li>3. Use of data concerning PP and vulnerable students' career interests and individual PP profiles.</li> </ol>
Provide a careers curriculum across key stages / analysis of effectiveness.  All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	<ol style="list-style-type: none"> <li>1. Each subject area has a clearly articulated approach to careers and employer encounters.</li> <li>2. Careers opportunities and employer encounters are mapped to Learning Journeys.</li> <li>3. Teachers within departments are able to articulate their subject's CIAG offer.</li> </ol>	<ol style="list-style-type: none"> <li>1. Curriculum development CPD at least once per term (PD/CIAG focus).</li> <li>1. Relevant guest speaker events have been and will continue to be photographed for the school's social media.</li> <li>2. Career Learning Journeys by individual subject matter centralized for all staff in autumn 2025.</li> <li>2. Career Learning Journeys compiled for each students' portfolio.</li> <li>2. Career specific boxes embedded into lesson by February 2026.</li> </ol>

		<p>3. Learning Walks are completed to see Careers' Curriculum in lessons. These lessons are RAG rated to ensure meaningful engagement with the Career's programme.</p> <p>3. New members of staff to be briefed in the induction process by Assistant Headteacher of Personal Development regarding Careers' provision at the school.</p>
Provide links with local businesses / work experience placements / employer visits and talks with professionals.	<p>1. Employer encounters that link with the students' curricula.</p> <p>2. Trips to vocations that link with the students' curricula.</p> <p>3. Annual careers fair during careers week.</p>	<p>1. Each subject provides trips as part of their super curricula.</p> <p>1. Students to be provided with a reflection sheet both pre- and post- trip visit.</p> <p>2. Trips embedded into Career Journeys for each individual subject. Survey of intended Career-based trips in autumn 2025.</p> <p>3. Careers' fair 4<sup>th</sup> - 5<sup>th</sup> March 2026.</p>
Allow students access to resources.	1. A bank of career resources available in school.	<p>1. Careers display board installed in autumn 2026. LMI, Gatsby benchmark information and ongoing Career based opportunities are displayed continuously.</p> <p>1. Career of the week initiative displayed consistently on both KS3-KS4 and KS5 boards.</p>
Promote equality and diversity / equal opportunities for FSM, SEND and EAL students.	1. Individual guidance is available to all students as required/referred. All PP, LAC, PLAC students and students with SEN are seen individually at the start of each academic year and subsequently as needed.	<p>1. Independent CIAG via Ms. Gogay. Strategic approach to prioritisation: EHCP, LAC and SEN students followed by PP, with monitoring system in place.</p> <p>1. Additional referrals taken from HOY 11-13 on a need's basis.</p>
Develop University & College / choices and application programme. All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning.	<p>1. All students will visit at least one FE provider during each Key Stage.</p> <p>2. Further Education guest speakers deliver age-appropriate assemblies that meet the PAL (Provider Access Legislation) requirements.</p> <p>3. Year 9 and 12 attend Bucks Skill Show.</p>	<p>1. KS5 trips to Oxford and Cambridge scheduled, alongside apprenticeship roadshow. KS4 engagement with Buckinghamshire College Group.</p> <p>2. Assemblies to be arranged for Spring 2026 with: Bucks College Group and BCA.</p> <p>3. Attend Bucks Skill Show 05.03.2026.</p>
Ensures the majority of students have used up-to-date career & labour market information to help inform study/career decisions.	<p>1. Independent Careers Guidance Y10/11/12/13.</p> <p>2. All stakeholders to be aware of Labour Market Information.</p> <p>3. Careers' week and Careers' fair.</p>	<p>1. School website CIAG section to be updated continuously.</p> <p>2. Advice shared by Bucks Skill Hub to be shared directly to students and families.</p> <p>2. Assemblies delivered to all students on LMI in autumn 2025.</p> <p>2. Staff CPD provided on LMI in autumn 2025. This is to be consolidated in future CPD sessions.</p> <p>3. Careers' week (w.c. 9.3.26).</p>