



# Aylesford School

## Strategic Careers Plan

**Careers Vision Statement:** Aylesford School empowers all students to aspire, explore and progress, developing the knowledge, skills and character needed for informed career choices and success in the world of work.

### Key Strategic Priorities

- 1 Work Experience:** To further develop a purposeful and progressive approach to work experience that enhances learners' career readiness and aligns with their aspirations.
- 2 Early Careers Education:** To embed a progressive and age-appropriate approach to careers education and guidance from Year 7 that enables all learners to aspire, explore and make informed decisions at key transition points.
- 3 Destinations and NEET Prevention:** To develop a coordinated and targeted approach to supporting learner transitions that secures sustained destinations for all learners, with the ambition of zero NEETs.

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|------------------------------------------------|-----------------------|
| <b>School Name:</b>                            | Aylesford School      |
| <b>Date Strategic Careers Plan Created:</b>    | 12/2/2026             |
| <b>Date approved by SLT:</b>                   | September 2026        |
| <b>Date approved by Governors:</b>             | October 2026          |
| <b>Proposed Review Date:</b>                   | 11/1/2027             |
| <b>Careers Leader Name:</b>                    | Ben Doggett           |
| <b>Strategic Careers Plan - Academic Year:</b> | 2025/2026 – 2026/2027 |

**Priority 1 Work Experience:** To further develop a purposeful and progressive approach to work experience that enhances learners' career readiness and aligns with their aspirations.

| Strategic Objective                                                                                                                                    | Outcomes                                                                                 | Actions                                                                                                                       | Responsible                         | Time/Milestones                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------|
| <b>To increase the proportion of learners completing work experience placements from 70% to 90% with increased support for disadvantaged students.</b> | 90% placement rate; PP and SEN proportions match whole school average; reduced gaps.     | Identify barriers for disadvantaged students; provide targeted placement support; engage employers for guaranteed placements. | Careers Leader, SLT, Inclusion Lead | July 2027; termly progress checks |
| <b>To introduce structured pre-placement preparation activities for all learners.</b>                                                                  | All learners complete aspiration questionnaire, and preparation tasks before placements. | Develop lessons and resources; timetable delivery; review with teachers.                                                      | Careers Leader, ICT Lead            | July 2027; reviewed each term     |
| <b>To implement a formal post-placement reflective evaluation process for all learners.</b>                                                            | All learners complete post-placement reflections linked to aspirations/skills.           | Create debrief tools; train staff; integrate reflection into PSHE/IT lesson time.                                             | Careers Leader, PSHE Lead/ ICT Lead | July 2027                         |
| <b>To develop a digital system (Morrisby) for recording placements, employer contacts &amp; learner outcomes.</b>                                      | Full digital tracking; reduced admin; better evidence for evaluation.                    | Procure additional Morrisby WEX package (£395 cost); train staff and parents; monitor use.                                    | Careers Leader                      | Dec 2026                          |

**Priority 2 Early Careers Education:** To embed a progressive and age-appropriate approach to careers education and guidance from Year 7 that enables all learners to aspire, explore and make informed decisions at key transition points.

| Strategic Objective                                                                              | Outcomes                                                                                               | Actions                                                                               | Responsible                         | Time/Milestones                      |
|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>To map &amp; implement a sequenced careers learning journey Y7–Y11/13, aligned to Gatsby.</b> | Clear progression framework used in planning & delivery; learners can articulate pathway learning.     | Map existing curriculum; fill gaps; embed in school calendar; stakeholder sign-off.   | Careers Leader, SLT, Heads of Year  | July 2026; termly checks             |
| <b>To embed use of Morrisby within KS3 careers learning lessons.</b>                             | 100% of KS3 learners engage in structured Morrisby lessons with records.                               | Curriculum integration; Morrisby training; monitor engagement & evidence of learning. | Careers Leader, ICT Team, KS3 Leads | July 2026; termly engagement reports |
| <b>To increase awareness of post-16/18 pathways</b>                                              | Each year group has at least 2 live or virtual provider sessions; students report increased awareness. | Schedule providers; feedback evaluation.                                              | Careers Leader, Heads of Year       | July 2026; termly review             |
| <b>To improve staff confidence in delivering careers learning with whole-school CPD.</b>         | All staff receive training; stronger integration into curriculum & mentor time.                        | Develop CPD programme; record attendance; follow-up support.                          | Careers Leader, CPD Coordinator     | Dec 2026                             |

**Priority 3 Destinations and NEET Prevention:** To develop a coordinated and targeted approach to supporting learner transitions that secures sustained destinations for all learners, with the ambition of zero NEETs.

| Strategic Objective                                                                                                                                       | Outcomes                                                                                                                                     | Actions                                                                                                                                                                                                         | Responsible                                | Time/Milestones                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------|
| <b>To ensure 100% of Year 11 learners have recorded post-16 plans.</b>                                                                                    | All Year 11 have valid plans; monitored centrally.                                                                                           | Introduce plan template; timetable meetings; quality assurance.                                                                                                                                                 | Careers Leader, Tutors                     | Ongoing each year; End Year 11 |
| <b>To identify learners at risk of NEET by Year 10 with targeted support plan.</b>                                                                        | Risk cohort identified; tailored interventions reduce likelihood of NEET.                                                                    | Completed RONI spreadsheet; mentor and support provision.                                                                                                                                                       | Careers Leader, SENCO, Inclusion Lead      | July 2026; reviewed termly     |
| <b>To increase sustained positive destinations to 95% by July 2026 and 100% by July 2027.</b>                                                             | Destinations data shows % sustained EET at 6 months.                                                                                         | Strengthen follow-up process; provider links; evaluate trends.                                                                                                                                                  | Careers Leader, Data Lead                  | July 2026 & 2027               |
| <b>To develop a coordinated, whole-school approach to transition planning that aligns careers guidance, SEND, pastoral support and external agencies.</b> | Earlier identification and more effective support for learners at risk of becoming NEET, leading to improved sustained post-16 destinations. | Agree and implement a shared transition planning approach across careers, SEND and pastoral teams; clarify referral routes and responsibilities; strengthen links with external agencies and post-16 providers. | Careers Leader, SENCO, Pastoral Leads, SLT | By December 2026               |