

The Kingfisher School CAREERS STRATEGY AND ACTION PLAN SEPTEMBER 2025 to AUGUST 2026 Our Vision and Values

Our community will provide everyone with opportunities for learning that are engaging, relevant, appropriate and meaningful to them.

We ensure young people are listened to, have the opportunity to voice their opinions and can access play, positive self-expression and learning in a welcoming and positive environment. It is the work of the team to understand the young person not for the young person to make themselves understood. Young people and their families can expect a supportive relationship with school that helps to create a safe space for learning.

Our community provides a place for self-discovery, to flourish and build an individual's strengths to foster an attitude of positivity in an environment of unconditional respect and support. We recognise the rights of all of our community and enable young people, families and staff to come together to take learning beyond the classroom, becoming a part of all that we do.



**The Kingfisher School is an
active member of the
Worcestershire Careers Hub
and supports the development
of Worcestershire's Future
Workforce through the**

Worcestershire

Enterprise Adviser Network



Worcestershire Careers Hub
Member School



KINGFISHER SCHOOL CAREERS STRATEGY

Contents	
Introduction	5
Purpose and aims	6
Background	7
The Careers Strategy	8
The Gatsby Benchmarks	9-11
Careers Hubs	12
Strategic Careers Leaders	13
Our Careers Team	13
Our Enterprise Adviser	13

Our Current Position	14
Our Action Plan	19-21
Measurement of Careers Activity	22
Provider Access Policy and Work Experience Policy	23
Useful Links / Resources	25
Destination Information	26
Alumni Feedback	27
JED Details	28

Introduction

Kingfisher School is an SEMH school working with children who have an EHCP from across Worcestershire. Our school is dedicated to ensuring that every child is valued and given equal opportunities throughout their educational journey. We work closely with the local community and through their support have created a warm, caring school environment that works closely with pupils, parents and other agencies to ensure that every child achieves their potential in both social development and academic progress.

“Every Child Matters” is indeed the driving force behind what we do and through that ethos we seek to give every child the best opportunities to achieve both within their education and beyond.

There has never been a time when careers guidance has been as important for young people as it is today. At Kingfisher School, we have a vital role to play in preparing our pupils for the next stage of their education or training and beyond. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (July 2022). Careers Education at

Kingfisher school is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum.

The Kingfisher School

CAREERS STRATEGY

Purpose and aims

The Kingfisher School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

The Kingfisher School has already established a range of effective careers guidance activities which we hope will guide and support our students to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out The Kingfisher School key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's new careers strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that The Kingfisher School will meet the requirement to meet the eight "Gatsby Benchmarks" where appropriate to level of need, as set out within the Department for Education's careers strategy and updated Gatsby Benchmarks by August 2026.

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the updated Gatsby Benchmarks.

Background Information



The Careers and Enterprise company was established in 2015 to transform careers and enterprise provision in schools and colleges across England. The Careers and Enterprise Company had an initial remit to improve employer engagement, through the creation of the Enterprise Adviser Network and support schools to increase the delivery of activities which would help them build long lasting employer relationships (Gatsby Benchmarks 5 and 6).

Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, has been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6..

Worcestershire was one of the first LEP areas in England to be awarded a central contract with the Careers and Enterprise Company and has been seen as an influential area as the Enterprise Adviser networks were being developed across England.

The WLEP has been leading the way nationally regarding network performance since the delivery of this initiative began and was delighted to become the first LEP area in the country to secure 100% participation from their education establishments. (50x)

The WLEP was also instrumental in demonstrating the need for total inclusion. The WEAN was one of the first areas in the country to also ensure that ALL of our Special Schools and PRU's were allowed to participate within the initiative. To date Worcestershire has recruited 70+ Enterprise Advisers and assigned each of them to schools participating within the initiative.

In September 2017, due to the success of the WEAN, the WLEP were given permission to develop and deliver a Middle School Pilot and work with 15 schools covering Wychavon, Redditch and Bromsgrove.

The Careers Strategy



**Careers strategy:
making the most of
everyone's skills and
talents**

December 2017

them

In December 2017 the governments Department for Education launched the latest version of their "Careers Strategy".

This new strategy places the Careers and Enterprise Company at the heart of driving forward careers provision for young people. Their enhanced role is to act as a catalyst in the fragmented landscape of careers and enterprise, supporting programmes that work, filling gaps in provision and ensuring coverage across the entire country.

This new strategy adopted the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 by the Gatsby Charitable Foundation. These benchmarks were based on international research and helped identify best practice and guidance for education establishments in order for

to deliver high quality careers guidance to young people across England.

These benchmarks have also formally been adopted by OFSTED and will now form part of their school inspection process. In line with the department for Educations' career strategy Kingfisher school aims to fulfil the eight expectations set out within the Gatsby Benchmarks. The Gatsby Benchmarks and SEN guidance were last updated 2025

The Eight Gatsby Benchmarks of Good Career Guidance are:

- 1) A stable careers programme**
- 2) Learning from career and labour market information**
- 3) Addressing the needs of each pupil**
- 4) Linking curriculum learning to careers**
- 5) Encounters with employers and employees**
- 6) Experience of workplaces**
- 7) Encounters with further higher education**
- 8) Personal guidance**

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of pupils.
- To enable pupils to understand the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within school and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Compass Careers Dashboard tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities. LMI information which is given to students and parents is highlighted later in the Strategy.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure pupils are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies. Most students have individual packages to address their needs.

- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the pupils' own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and can link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g., Young Enterprise and termly stem days
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons, i.e Stem days each term

5. Encounters with Employers and Employees

- To ensure that pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility. • To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school
- The school will also encourage pupils and parents to attend careers events such as the event held in Kingfisher school, the Worcestershire Skills Show held annually and Worcestershire Apprenticeship shows. Other events in the local area are also attended such as “What Career Live “ at the NEC

6. Experiences of the Workplace

- To ensure that pupils receive at least ONE meaningful experience of the workplace by the end of year 11
- To ensure that pupils receive at least ONE further meaningful experience of the workplace during years 12 and 13.
- To increase the number of employer workplace visits which will take place to enable pupils to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.

- To strengthen our links with local employers and support Enterprise Adviser activity within school. Employers we have links with are listed later.

7. Encounters with Further and Higher Education

- To ensure all / overwhelming majority of pupils receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- To ensure all / overwhelming majority of pupils has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- To ensure all / overwhelming majority of pupils have experienced meaningful encounters with universities. This may be via visits or online sessions.

8. Personal Guidance

- Ensure all / overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11. Our careers advisor starts seeing pupils in Year 8 and 9 and continues throughout their time in school.
- Ensure all / overwhelming majority of pupils has had at least TWO interviews with a professional careers adviser by the end of year 13.

Careers Hubs

Since October 2015, the Gatsby Charitable Foundation, in partnership with the Careers and Enterprise Company, has also been running a Careers Hub pilot in the North East Local Enterprise Partnership area. This Careers Hub pilot was put in place to build on the support provided through the Enterprise Adviser Networks to achieve benchmarks 5 and 6 and support schools / colleges to achieve all eight of the Gatsby Benchmarks.

Following the conclusion of this pilot the Department for Education's Careers Strategy has requested that the Careers and Enterprise Company scale up this model by establishing 20 more Careers Hubs across the country, based on the North East Pilot model.

What is a Careers Hub?

A Careers Hub is a group of between 20 and 40 secondary schools / colleges / SEN Schools located in the same geographical area, working with universities, other education and training providers, employers and career guidance professionals to ensure that ALL the Gatsby Benchmarks are delivered in each school and college within the Hub and that careers outcomes are improved for all young people. Schools and colleges within the Hub should have a shared vision of how they will work together to improve outcomes for the young people in their area.

Worcestershire Careers Hub

In July 2018 the Worcestershire LEP, in partnership with Worcestershire County Council were successful in their bid for Worcestershire to be awarded "Careers Hub" status by the Careers and Enterprise Company.

The Worcestershire LEP will develop a careers Hub which will contain the maximum number of 40 educational establishments. The "Hub" delivery team over the next 2 years will work with member schools to ensure not only are they meeting the mandatory requirements set out within the Department for Education's Careers Strategy, achieve all eight of the Gatsby Benchmarks but will ensure that Worcestershire students will receive an increased number of employer encounters and activities which will in turn prepare them for the world of work.

The delivery team will continue to build on the success of our showcase careers event the Worcestershire Skills Show, support the promotion of the apprenticeship agenda working with our partner Worcestershire Apprenticeships, and ensure that ALL schools provide students with the opportunity to meet with FE / HE providers and universities to ensure they can continue to make informed choices about which educational and vocational pathways are open to them.

Work will also continue to expand the range of information available to students, parents, employers and teachers through the "Skills4Worcestershire" careers signposting website.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy The Kingfisher School is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and work towards achieving all eight of the updated Gatsby Benchmarks by August 2026.

Sarah Harris has agreed to undertake this role.

Sarah Harris will provide both the Head Teacher and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

Sarah Harris will lead our team. She has worked within Kingfisher school since 2005 and has had a number of roles within school. She has worked within careers for the last 12 years supporting the students. As well as holding the role of Careers Leader she is also head of 6th form and is instrumental in the successful transition for the students at Kingfisher.

Our team includes the following staff members:

Kelly Hill, Level 6 Trained Independent Careers and Guidance Advisor and SENDIASS Young Person Advisor

Our Enterprise Adviser

Through the Worcestershire LEPs Enterprise Adviser Network The Kingfisher School are currently without a designated enterprise adviser. The Hub are currently seeking to approach a number of companies locally to request a designated Adviser. Kingfisher is lucky to be able to draw upon other advisers assigned to other schools within the CLPT trust.

Current position at Kingfisher School

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year 7

At year 7 we aim to explore working life through age appropriate activities including play, drama and subject based learning. We have taken part in some community work based at

Heart of England Forest Schools working alongside, and supporting the local community, including the elderly and adults with additional needs. Other opportunities are being investigated. All students in school will be accessing a Careers day half termly which will involve the whole school to include Careers and stem activities, guest speakers, careers fayres and work place visits.

Year 8

We will be investigating the world of work through topic based subjects. Our first topic is based around Public services, where we will look at Jobs in the NHS, the Police Force and Fire Service. This will be done through class room based activities, guest speakers and off site visits. We will also be looking at the Travel and Tourism industry. Students also access Forest School weekly. All students in school will be accessing a Careers day half termly which will involve the whole school to include Careers and stem activities, guest speakers, careers fayres and work place visits.

Year 9

Students access careers sessions within PSHE lessons with staff in school and gain advice from the careers Leader in school. All students in school will be accessing a Careers day half termly which will involve the whole school to include Careers and stem activities, guest speakers, careers fayres and work place visits. This will lead to preparation for the work place or other life experiences. The programme will also include Employer visits, Guest speakers, Enterprise opportunities and Careers based off site visits. In year 9 the students start to work closely with Kelly Hill, our SENDIASS Careers and Guidance advisor delivering 1:1 and group sessions across four CLPT schools, and along with outside providers. Kelly works on communication skills, undertaking mock interviews and acquiring other relevant skills in preparation for the world of work, and guidance on next steps. Students and their carers will also have the opportunity to find out about courses that are available to them when they leave school through the “Life Beyond School” event held in school. All students will have the chance to access inclusive careers events planned by Worcestershire County Council. They will have access to look at providers and colleges online with support.

Year 10

The Students will have weekly PSHE lessons where Careers skills will be incorporated half termly based on a careers package created by our Careers Leader Sarah Harris using resources from the Hub, which will be adapted to suit the needs of the individual pupils within the class. They will access JED (Job explorer Data Base). (Poster with log in details at the end of the document) This will help explore future ideas, investigate the world of work, look at attitudes to work and money in the

changing world. The students will all be able to access 1-1 sessions with Kelly Hill to explore their ideas further, take advantage of enterprise opportunities, college and employer visits and attend skills shows. Students and their carers will also have the opportunity to find out about courses that are available to them when they leave school through the “Life Beyond School” event held in school. All students will have the chance to access inclusive careers events planned by Worcestershire County Council. They will have access to look at providers and colleges online with support. Work Experience is explored on a bespoke basis and is completed internally or externally, this is delivered where appropriate and according to individual SEND requirements.

Year 11

Students will be working through The Barclays “Skill for Life” program. We will also be preparing CV’s, practice with filling out application forms and mock interviews. Regular 1:1 meetings with Kelly Hill will take place throughout the year and a planned series of encounters with employers; either through visiting work places or by employers coming into school. There will be visits planned to college and training providers throughout the county, and some students will get the chance to try a work experience tailored to the individual needs and interests where appropriate due to SEND needs. Students and their carers will also have the opportunity to find out about courses that are available to them when they leave school through the “Life Beyond School” event held in school. All students will have the chance to access inclusive careers events planned by Worcestershire County Council. They will have access to look at providers and colleges online with support. Work Experience is explored on a bespoke basis and is completed internally or externally, this is delivered where appropriate and according to individual SEND requirements.

Post 16

September 2021 saw our newly formed 6th form commence at Kingfisher. The students are able to access a range of activities and allow themselves to grow in confidence to be able to access education opportunities when they leave. They can choose which activities they wish to access as well as continuing to work on their literacy and numeracy skills. Their choices include Health and Social Care, ICT, Business Studies, Cooking and Art as well as Duke of Edinburgh. Students have also started working with the CEC Passport to Retail. All students have the opportunity to complete at least one day of work experience, areas have included Sports, Construction, Care, Hair and Beauty, horticulture and landscape gardening. Enterprise activities are also included in the timetable. Regular 1-1 meetings with Kelly Hill will take place throughout the year and a planned series of encounters with employers; either through visiting work places or by employers coming into school. There will be organised visits to college and training providers throughout the county, and most students will get the chance to try a work experience tailored to the

individual needs and interests.

Students and their carers will also have the opportunity to find out about courses that are available to them when they leave school through the “Life Beyond School” event held in school. All students will have the chance to access inclusive careers events planned by Worcestershire County Council. They will have access to look at providers and colleges online with support. Work Experience is also explored on a bespoke basis and is completed internally or externally, this is delivered where appropriate and according to individual SEND requirements.

Destination Information

The Careers Leader and the Careers Advisor working with CLPT record where the students transition to on leaving Kingfisher and also keep the local Authority informed of these destinations. Depending on the home address of the students some of the destinations include the local colleges within the county;

How College in Worcester and Redditch,

Warwickshire College Group (Evesham, Pershore & Malvern), Kidderminster College and Bourneville College. There are also some students who prefer to move onto a training provider, for example NOVA training or Mencap. Some students have progressed onto more specialised provision such as Glasshouse college, part of Ruskin Mill. The Careers Team at Kingfisher work closely with other professionals working with the students to ensure a smooth transition. The Careers Team will contact all leavers and their families to check they have settled into their new placement and will continue to support in the early days of transition. Destinations are tracked regularly via phone calls to ensure that we have relevant information from when they left Kingfisher.

See separate page at the end of the document on destination information. Most students choose to remain in 6th form since it was formed and the numbers of students becoming NEET has reduced.

Teaching staff contribute to the delivery of careers guidance through:

Teachers from all year groups organise trips out to employers and invite companies and organisations into the school to present to the students.

Teachers support enterprise activities, and deliver careers skills lessons within their PHSE sessions.

Previously a member of our support staff enabled us to set up a visit to Heller; a local engineering company where we had a tour of the factory, a power point of their production and undertake an Engineering activity. Our Careers Advisor has created further links with local companies such as Fly By Nite and arranged tours/visits for students. We work with other schools within CLPT for Enterprise opportunities and this year worked closely with Newbridge School running a pop up Christmas shop at the Kingfisher Shopping Centre selling craft items made by students from both schools.

Local Employers contribute to the delivery of careers guidance through:

Fly By Nite Rehearsal Studios: Visits/Tours and question/answer sessions with students.

Other companies provide work Experience opportunities.

Various other companies in the local area offering workplace visits and speakers. Attending Careers events such as our “Life beyond School” event.

Parents contribute to the delivery of careers guidance through:

Ongoing investigation into what our parents can offer to support our work experience opportunities and talks within school

Partnership Arrangements and Employer Contacts

Kingfisher school has strong links with:

- Worcestershire Careers Hub.
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community
- Alumni and Parents

Some of the other local employers working with the school regarding visits or work experience are:




- Wildgoose Training
- Crows Mill
- Redditch United
- Gloverspiece farm
- Hayward Lodge care home
- NAble
- EnviroHort
- Kip McGrath

Promotion of Careers related activities

The Kingfisher school will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Website and other social media channels where possible.

This careers strategy document along with any case studies documents that are created will be placed on the school’s website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL careers hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company and demonstrate that the activity taking place within our school meets the requirements set out within the Department of Education's Careers strategy.

ACTION PLAN 2025 - 2026				
Timetable of planned careers related activity				
Autumn Term 2025				
Year Group	Activity Description	Date	Benchmark	 tatus
Year 8/9	Police visit	TBC	4/5/6	
Year 10, 11, 12, 13	Inclusive Careers event	24/10/25	3/5/6/7	
YR 11, 12, 13	Worcestershire Apprenticeships Talk in school	TBC	3/7	
Yr 11, 12,13	1-1 Careers Interviews	Ongoing	8	
Yr 9/10 & 11	Careers and Transition support delivered to students and their parents/carers through the annual review of EHCP	Annual and on request	1/2/3/8	
Yr 10	Duke of Edinburgh	Weekly	3/4/5	
Yr7/8/9/10/11	Alternative Provision where required	Weekly	3/5	
Yr 7,8	Heart of England Forest provision	Weekly	3/4/5/6	
All years	Forest School provision	weekly	3/4/5/6	
Yr 12, 13	Work Experience	Weekly	3/4/5/6	
Yr 7,8,9,10,11, 12,13	Use of JED	ongoing	2,3,4,	
All pupils			1, 2,3,4	
	Careers Day for whole school-stem, careers	17 th October		

Spring Term 2026				
Year Group	Activity Description	Date	Covering Benchmark	RAG status
Year 11, 13	How College visit - Worcester & Redditch/Bromsgrove	TBC	3/7	
Yr 10	1-1 Career interviews	TBC	8	
Whole school	Life Beyond School event	Feb 2026	3/5/6/7	
Yr 9/10 & 11	Careers and Transition support delivered to students and their parents/carers through the annual review of EHCP	Annual and on request	1/2/3/8	
Yr 10, 11, 12,13	Duke of Edinburgh	Weekly	3/4/5	
Year 11 &yr 13	Nova Training Visit	TBC	3/7	
Yr7/8/9/10/11	Alternative Provision where required	Weekly	3/5	
Yr 7,8	Heart of England Forest provision	Weekly	3/4/5/6	
All years	Forest School provision	weekly	3/4/5/6	
Yr 12, 13	Work Experience	Weekly	3/4/5/6	
Yr 7,8,9,10,11, 12,13	Use of JED	ongoing	2,3,4,	
All pupils	Careers Day for whole school- stem, careers	TBC	1, 2,3,4	
Yr 11, 12, 13	College visit days - Kidderminster and HOW colleges	TBC	1, 3, 7	

Summer Term 2026				
Year Group	Activity Description	Date	Covering Benchmark	RAG tatus
Yr 9 & 11, 12, 13	1-1 Career Interviews	TBC	8	
Yr 9/10 & 11	Careers and Transition support delivered to students and their parents/carers through the annual review of EHCP	Annual and on request	1/2/3/8	
Yr 10, 11, 12,13	Duke of Edinburgh	Weekly	3/4/5	
Yr7/8/9/10/11	Alternative Provision where required	Weekly	3/5	
Yr 7,8	Heart of England Forest provision	Weekly	3/4/5/6	
All years	Forest School provision	weekly	3/4/5/6	
Yr 12, 13	Work Experience	Weekly	3/4/5/6	
Yr 7,8,9,10,11, 12,13	Use of JED	ongoing	2,3,4,	
All pupils	Careers Day for whole school- stem, careers	TBC	1, 2,3,4	
Yr 11, 12, 13	College transition days for leavers		3/7	
Yr 11, 12, 13	College applications completed	ongoing	8	
Yr8,9,10,11	Army engagement team	TBC	2,3,4,5,6,7	

MEASURING AND ASSESSMENT OF THE IMPACT OF THE CAREERS PROGRAMME ON PUPILS.

The evaluation of our careers programme is designed to enable us to examine what we do, consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in careers lessons will be evaluated each term as part of our ongoing pupil tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. these encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending careers fairs and events.

APPLICATION FOR PROVIDER ACCESS

INTRODUCTION

This document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. this complies with the school's legal obligations under section 42b of the education act 1997.

PUPIL ENTITLEMENT

ALL PUPILS IN YEARS 7-13 ARE ENTITLED:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests Procedure

A provider wishing to request access should contact Sarah Harris.

Telephone: 01527 502486

Email: [sarah.harris@kingfisher school.co.uk](mailto:sarah.harris@kingfisher.school.co.uk)

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Careers Advisor to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Advisor or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

Feedback

Kingfisher school welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our careers strategy then please contact our Careers Leader directly.

WORK EXPERIENCE

work experience is explored on a bespoke basis and is completed internally or externally, this is delivered where appropriate and according to individual SEND requirement. Work experience is regularly discussed and explored from year 7 onwards during careers lessons, visits, and talks within school from providers and employers. Parents/Carers are encouraged to discuss opportunities at home and to seek out opportunities with family members and family friends to ease the anxiety of our students, and we actively assist parents/carers with this process through telephone calls, writing letters/emails, and following up on student and employer experiences via reflection talks and worksheets.

Useful links / Resources

The Careers Enterprise Company <https://www.careersandenterprise.co.uk/>

Gatsby Foundation <http://www.gatsby.org.uk/education/focusareas/goodcareerguidance>

Post 16 Skills Plan <https://www.gov.uk/government/publications/post-16skillsplanandindependent-report-on-technical-education>

Worcestershire Local Offer <https://www.worcestershire.gov.uk/send-local-offer-0>

Department of https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf Education Careers

Skills For <http://www.skills4worcestershireshire.co.uk/> Worcestershire

Government Careers https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf Strategy December 2017

National Careers Service <https://nationalcareersservice.direct.gov.uk/>

UCAS (Universities and Colleges Admissions Service) <https://www.ucas.com/>

Worcestershire Local Enterprise Partnership <http://www.wlep.co.uk/>

Worcestershire Apprenticeships <http://worcsapprenticeships.org.uk/>

Choices SEND Information https://www.worcestershire.gov.uk/sites/default/files/2023-01/send_life_beyond_school_-_choices_booklet_issue_1.pdf

Young Adult Learning <https://www.worcestershire.gov.uk/learning-services-worcestershire/young-adult-learning>

Worcester 6th Form College <http://www.wsfc.ac.uk/>

HOW College <http://www.howcollege.ac.uk/>

Kidderminster College <http://kidderminster.ac.uk/>

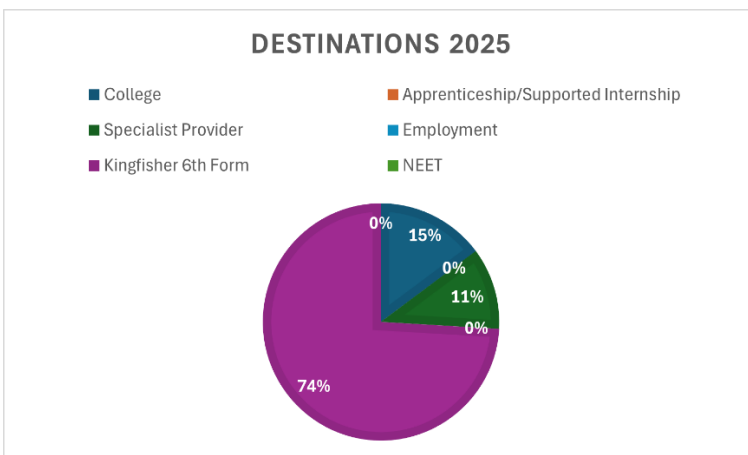
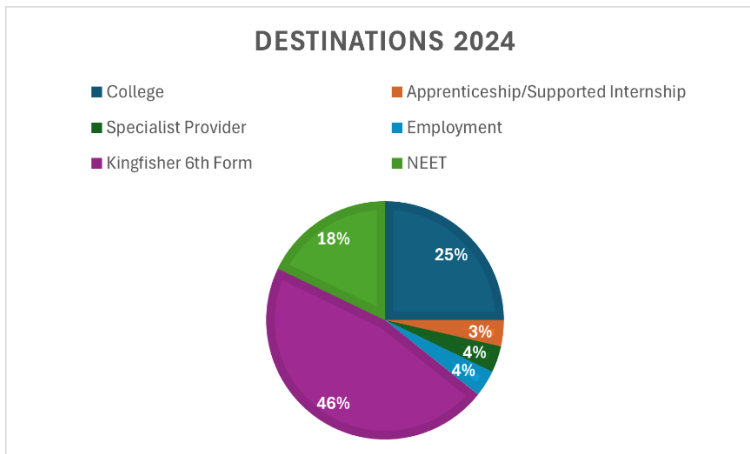
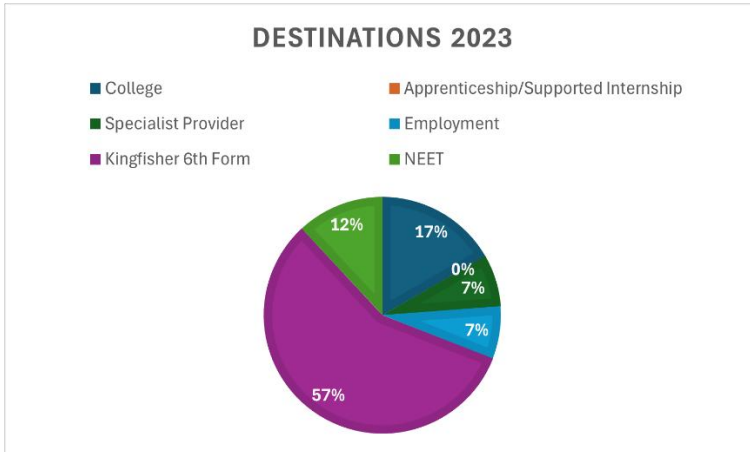
Warwickshire College Group <https://wcg.ac.uk/page/1/home>

Worcester University <https://www.worcester.ac.uk/>

Labour Market Information : <https://www.worcestershire.gov.uk/skills-4-worcestershire/are-you-business-looking-future-proof-your-workforce/economy-growth-sectors-and-labour-market-information/worcestershires-employment-and-labour-market-information-lmi>

DESTINATION INFORMATION

After leaving Kingfisher we stay in contact with students, please see below the percentage of students who stay in education or training after leaving us. These charts show the last 3 years of student destinations, along with our current leavers information. Most students remain at 6th form now after leaving Year 11. Those not remaining in training or education are identified as NEET.



Alumni Feedback

ADAM:

I came to Kingfisher from the age of 8 years old and continued here until I left and went onto collage in 2024. I am completing a brick laying course that I feel is going really well. I feel I am doing well since leaving Kingfisher due to having constant support from all staff. I miss the school now and wish I had focused more during my time at Kingfisher.

HARVEY:

Left Kingfisher School Sixth Form in July 2022. He wanted to work in construction or maintenance and was offered an apprenticeship with the Kingfisher school to work alongside the school caretaker. He continues to work with us and is doing really well, benefiting from the support he receives from staff and the onsite Caretaker. Harvey has managed the transition from student to staff member well and says that he is a happy member of school staff.

Izzy:

Left Kingfisher School in 2020. Izzy had taken advantage of a college link in Engineering and decided to enroll on a Level 2 Engineering course at Heart of Worcestershire college. Covid happened during her first year in college, but she coped well and finished her level 2 course progressing on to her Level 3 in Engineering. She said that Kingfisher gave her a huge amount of support while she was here and also when she had left with follow up calls and check ins. She is so pleased that she went to college.

JED Information for LOG in and Use



Go to <https://jed.ckcareers.org.uk/> click on Job Explorer Database, scroll down and click on Sign in under JED internet login. Type in **Access code hm26ydr3**. Enter. Click Yes to CLPT , then click on Job Explorer database under licensed Products. Start using either First JED or JED.

