



Co-op Academy
Rathbone

Careers Related Learning Strategic Plan 2025-2026

Policy details

- Date created - September 2025
 - Next review date - July 2026
 - Policy owner - Ian Berryman
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Rathbone's Careers Strategic Plan

September 2025- July 2027

Vision

Our academy is committed to raise the aspirations and broaden the horizons of our pupils and the communities we serve ensuring all of our pupils have access to high quality careers related learning opportunities o complemented by exposure to a range of employers from different sectors . To help us do this we align our CRL Plan to the Secondary Gatsby Benchmarks which have been explicitly referenced throughout the DfE's Careers Strategy (December 2017) the Statutory Guidance for careers (January 2018). Our offer will inspire, raise aspirations, increase social mobility and give our pupils an optimistic outlook on life and their potential place in the world of work.

The vision for the development of CRL across our academy is to provide the very best opportunities to enable our pupils to make informed and incisive decisions throughout, and beyond, their school life. By using the Gatsby benchmarks as a framework of best practice we have a CRL program that meets the needs of our ever-changing cohort of students, providers and labour market landscape. Our plan promotes equality of opportunity, celebrates diversity and challenges stereotypes.

Co-op Values

Do what matters most

What matters most is ensuring that our students achieve the best possible outcomes.

Be yourself, always

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

Show you care

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

Succeed together

Co-operating is what makes us different; we're better and stronger when we work together.

Our core purpose

For example.....

- To be able to demonstrate that careers and raising aspirations features throughout the Academy Development Plan and impact evaluation is overseen by a member of the senior leadership team.
- To have clear and transparent pupil 'career learning journeys' that demonstrates progressive and well planned intended learning outcomes to support each and every pupil.
- To ensure employer encounters are varied and give our pupils an insight into their work place and the skills and qualities needed
- Ensure our curriculum offer connects subject topics to real-world careers so pupils understand the relevance of their learning to their future lives and choices

Key strategic objectives

1. Over 2025-26, in line with ADP to devise a coherent, well-connected CRL and enterprise programme ready for September 2026 onwards
2. In line with ADP 4.4, to build meaningful links with community groups, Wirral primaries and local businesses to enhance pupil participation and experiences
3. Over 2025-27, to develop the curriculum planning so that CRL is directly referred to in a meaningful way
4. In line with ADP, during 2025-26 to ensure that aspirations of pupils are captured and that every pupil is baselined on the Trust SEND Skills Tracker and then subsequently annually

Strategic Development Plan

Strategic objective 1 : Over 2025-26, in line with ADP to devise a coherent, well-connected CRL and enterprise programme ready for September 2026 onwards

Item	Area for development	Actions	Success criteria	Milestones	Monitoring / responsibility
1.1	Developing cohesive	Review opportunities that	Clear understanding of	<i>November 2025 - audit with</i>	IB

	programme	currently exist across the academy	what is currently in place relating to CRL and gaps	<i>whole-academy</i>	
		Review PSCHE and Life Skills Curriculum	Clear understanding of what is currently in place relating to CRL and gaps	<i>By February 2026 - review PSCHE and Life Skills</i>	SJ
		Take evidence and create draft strategy, consulting partners and staff	Clear draft strategy to consult with	<i>April 2026 - draft strategy ready</i>	IB / SJ
		Finalise strategy	Final strategy formulated	<i>June 2026 - final strategy ready</i>	IB
		Implement strategy	Strategy successfully implemented	<i>2026-27 with reviews and checks and balances - implementation under way</i>	All staff

Strategic objective 2 : In line with ADP 4.4, to build meaningful links with community groups, Wirral primaries and local businesses to enhance pupil participation and experiences

2.1	Building links with key partners	<p>Leaders build solid meaningful partnership with Wirral primaries to share ideas and CRL opportunities.</p> <p>Rathbone take part in careers events during Spring and Summer 2026 with a full year programme planned for 2026-27</p>	<p>Regular meetings taking place with clear outcomes.</p> <p>Rathbone have successfully taken part in Wirral events</p> <p>Rathbone has a 2026-27 annual CRL programme ready</p>	<p><i>Half-termly meetings are taking place</i></p> <p><i>Events that Rathbone can join in with made clear</i></p> <p><i>Rathbone joins in with Spring and Summer 2026 events</i></p> <p><i>Rathbone has a clear 2026-27 programme in place by July 2</i></p>	IB
2.2	Harnessing community pioneer	Leaders embrace community pioneer and	Community Pioneer role is well-connected to ADP	<p><i>Regular liaison meetings set up</i></p> <p><i>List of partners and businesses</i></p>	IB

		meet regularly to ensure that their role impacts on strategic priorities Community Pioneer attends ACC meetings	priorities Attendance at ACC meetings Emerging links with local businesses and social enterprises	<i>ACC meetings over year</i>	
Strategic objective 3 : Over 2025-27, to develop the curriculum planning so that CRL is directly referred to in a meaningful way					
3.1	Foundation subject curriculum planning includes CRL and careers awareness	HG to include CRL and careers opportunities for Spring 2026 planning, Summer 2026 planning and then Autumn 2026 planning; rolling on from there	Foundation subjects clearly refer to CRL and career opportunities Pupils are better informed of CRL through their curriculum	<i>Spring 2026 planning completed with CRL element clear. Summer 2026 planning completed with CRL element clear. Autumn 2026 planning completed with CRL element clear.</i>	HG
3.2	Review PSICHE and Life Skills curriculum so that it includes CRL and next-step readiness	SJ / IB reviews relevant curricular for compliance and to see gaps in CRL input SJ / IB plan to remedy gaps for 2026-27	Improved CRL offer through key subject areas Pupils are better informed of CRL through their curriculum	Spring 2026 review undertaken Spring 2026 gaps identified Spring - Summer 2026 planning undertaken ready for Autumn 2026 to address gaps	SJ / IB
Strategic objective 4 : In line with ADP, during 2025-26 to ensure that aspirations of pupils are captured and that every pupil is baselined on the Trust SEND Skills Tracker and then subsequently annually					
4.1	Capturing aspirations	Devise a template for	Clear understanding of	<i>Template created.</i>	IB

		capturing pupil aspirations November 2025 and ask staff to complete - redo this annually	pupil aspirations	<i>Template shared Template completed Template used and reviewed</i>	
4.2	Baselining pupils CEIAG knowledge and skillset	<p>Summer 2026 and then with new pupils Autumn 2026, baseline all pupils using Trust SEND skills tracker</p> <p>Annually capture skills levels and use to re-inform CRL strategy and programme</p>	<p>Clear understanding of pupil skill levels</p> <p>Annual CRL programme and strategy driven by pupil need and skill deficit</p>	<p><i>Arbor set up to capture skill level Spring 2026</i></p> <p><i>Teachers baseline pupils from their knowledge</i></p> <p><i>Data captured in simple format on arbor September 2026, baselining data used to review strategy and approach for next year</i></p>	IB

