

Careers Impact Maturity Model – Action Plan v2 – Updated Jan 2026

The action points as outlined below have been decided on a combination of two factors: -

- Meeting between S. Kinder and P. Rooke on 13.06 2025 to complete Impact Model Review.
- Feedback from CEC report when results were fed in to Compass+ with Priority Action Areas.

The Action Points have been split onto Themes to run alongside the Themes from the Impact Model.

Theme 1 – Careers Leadership, Vision and Intent, and Planning for Development.

	Current Rating	Action for Improvement	Autumn 2025		Spring 2026		Summer 2026	
1.7	1	CEC to lead. CEC to source and link with school an appropriate Enterprise Advisor.	Red	White	White	White	White	White

Theme 2 – Addressing the needs of all learners and impact evaluation.

	Current Rating	Action for Improvement	Autumn 2025		Spring 2026		Summer 2026	
2.1	1	Plan and create a Roadmap of Career Learning Journey offer from Year 7 – 11 (Links to 3.1 & 3.3)	White	White	Green	White	White	White
2.5	2	Learner Checklists to be created for pupils to complete at the start and end of Year 10 and 11, also before and after work experience	White	Yellow	White	White	White	White
2.6	2	Target Review Day Parent Voice Questionnaire to be adjusted to reflect career provision.	White	White	Green	White	White	White

Theme 3 – Understanding of Labour Market Information

	Current Rating	Action for Improvement	Autumn 2025			Spring 2026			Summer 2026		
3.1	2	Plan and create a Roadmap of Career Learning Journey offer from Year 7 – 11 (Links to 2.1 and 3.3)			Green						
3.3	2	Plan and create a Roadmap of Career Learning Journey offer from Year 7 – 11 (Links to 2.1 and 3.3)			Green						
3.4	1	Develop Information for parents to receive at Key Stage Transition points, end of KS3 and end of KS4 Annual Reviews.			Green						

Theme 4 and Theme 5 have no current actions, in line with CEC Compass+ Review. Priority will be placed on Theme 2 and Theme 3.