



QUALITY IN CAREERS WEBSITE ©

CEIAG Case Study: Kettlebrook Short Stay School, Tamworth, Staffordshire

The School/College

Kettlebrook Short Stay School is a **Pupil Referral Unit** that serves Tamworth in the West Midlands. It caters for up to 60 students aged 11 to 16 on either shorter- or long-term placements. There are two different sites with the smaller satellite site catering for students who struggle to attend the main site for a variety of reasons.

Whilst Tamworth's unemployment rate is a shade lower than Nationally (as of July 2026), there are pockets of deprivation. Increasing issues arise for students with undiagnosed SEND needs as well as many having experienced extensive trauma. The school works tirelessly to address the barriers students have to learning supporting individuals and families to bring about positive outcomes.

The school's values are described below: -

"All students to believe in themselves, realise their potential and achieve a successful social and academic future, which will sustain them throughout their lives.

The Federation's Core Values are Trust, Honesty, Care & Respect. With our Federation mission being: To empower learners to become successful.

The Federation's key principles are:

1. SUCCESS for our STUDENTS – we design and adapt so that they can ACHIEVE in all that they do. (Adapting and designing learning in its broadest sense to enable achievement.)

2. INCLUSION for EVERYONE – we LISTEN to our students, seeking to UNDERSTAND their 'journey' and difficulties they have to overcome so that they can ENGAGE and ASPIRE. (Inclusion – listening, understanding and supporting our students so that they can engage with their own learning and aspirations beyond school.)

We strongly believe in and are embedded in our culture of our school on a daily basis. These values are shared with our students and modelled by our staff and visitors which our students in turn believe in.

- ***We VALUE everyone as INDIVIDUALS.***
- ***We want to give each student different OPPORTUNITIES***
- ***EMPOWER them to SUCCEED and ACHIEVE the success that THEY DESERVE.***
- ***We TRUST people and learn how to trust people, by building good positive RELATIONSHIPS.***

The ethos of our school is also based on:

- ***Trust and support each other;***
- ***Remain Honest with each other;***
- ***Care for each other and work closely in all partnerships;***
- ***Respect each other, be safe and secure in our community."***

Students study Maths and English to GCSE and Functional Skills qualifications, as well as Science, PSHE, Art and PE. Careers is taught through PSHE and also in standalone lessons with different subject teachers. Forest Schools is being introduced.

Careers Education, Information, Advice and Guidance (CEIAG)

Every member of staff has a responsibility to support the Careers programme at Kettlebrook. The Careers Team is led by Sophie Norrington, Assistant Headteacher. The school has made it a priority to have the regular support of Kelly Wright, who is a highly qualified and experienced Careers Adviser, who spends a day each week at the school. Kelly has worked at the school for nearly 15 years and has built positive relationships with local providers and parents. Nav Rathour leads the Work Experience programme and the work of the Careers Team is overseen by Kerry Jefferson, Head of School and Sarah Bamber, the Executive Headteacher. The school has worked extensively with the Careers Hub for Staffordshire and uses Compass+ to track activities.

The careers programme is made up of several different areas:

- during the Induction Process students are asked about hopes and dreams and are encouraged to consider their future from the very start of their time at the school.
- bespoke individual support from Kelly – Kelly leads one to one sessions with KS4 students and meets parents as needed, as well as working with younger students.
- Kelly, Sophie and Nav are available at termly parents' meetings to discuss next steps
- Students complete questionnaires on Compass +.

- Fortnightly lessons for all students with different subject teachers linking careers to the learning in the classroom
- CV writing, interview practice, preparation for college and/or work in PSHE lessons
- Careers Focus events
- Visits to colleges and other events to broaden understanding of choices

Student and Parental/Carer voice

Parents give feedback at the parent meetings (PRD) and are also contacted directly by Kelly to ensure they know their role. Students also give feedback at the meetings and the information given is used to develop the programme further. The information is shared with staff, senior leaders and governors also. Kelly keeps in touch with all former students and tracks their progress and offers additional support as required.

Quality Assurance

The **Quality in Careers Standard** was awarded to the school in July 2026 after the re-accreditation conducted by Alex Kenneth the **Staffordshire County Council** Quality in Careers Standard Lead. The school first achieved the Standard in 2022 and was the first PRU in the country to do so.

Sophie said: *“The process of achieving the Standard is an extremely valuable one and is conducted in a supportive way; the assessor took time to understand the individual nature of the school. Students are at the very heart of the process. To complete the Standard, the team had to carefully consider and reassess the programme; what they are doing and why and if there is more that they can do to achieve the best outcomes – in Kettlebrook’s case, for some of the most vulnerable students in the country.”*

Ofsted (Summer 2024) said the following of the programme:

“Preparing pupils for their next steps into employment, training or education is a priority. Careers education enriches pupils’ knowledge about the job market or what courses they might follow. Pupils enjoy work experience placements in settings such as schools, military bases and construction sites. When pupils leave school, they nearly all go on to further education, training or employment.”

CONTACT DETAILS:

Miss Sophie Norrington, Assistant Headteacher

Email: sophie.norrington@kettlebrook.staffs.sch.uk

© Quality In Careers: case study September 2026