



Regardless of their starting point Kings International School students will develop the confidence, knowledge and skills to be successful in the modern world, where leaders are expected to be lifelong learners.

Approved by: FGB	Date: 17.9.20
Status and Review Cycle	Annually
Person(s) responsible	Lisa Bowman
Last reviewed on:	17.9.20
Next review due by:	Summer 2021

Kings International College – Summary Statement

Our vision for Kings' students is to raise their aspirations and help guide them into a wide range of enjoyable career pathways. We want our students to have the courage to step out of their comfort zone. We aim to boost their confidence and resilience in order to allow them to achieve in a competitive job market. Better information and understanding will ensure our students have the self-knowledge, drive and determination to aim as high as they possibly can.

Kings International is proud of its strong focus on careers and employability, its dedication to making community links and the notable impact these factors have on students in terms of their aspirations and destinations. It is important to make students aware that their school life is a period of preparation and a starting point for their adventures into lifelong careers.

At Kings International we have a dedicated careers lead who works closely with all students and staff to ensure that careers and employability is embedded into school life both inside and outside of the classroom. To support with this our careers lead has undertaken Careers and Employability training to assist in raising the profile of careers and create a whole-school strategy to ensure that our vision is achieved.

Having already built up a network of support (which will enable our students to have a wider choice of work experience placements) and a range of expert speakers who are keen to share their experience of the workplace, next steps are to ensure a wide range of advice is available for all stakeholders.

The Careers Hub is currently being developed to offer a diverse range of resources, information and advice. The vision is for students and staff to be able to access this at any time or book a suitable time for a more detailed 1:1 meeting. Careers provision, information, advice and guidance will be shared and promoted via our website and a linked Governor will ensure that no momentum is lost in this crucial area.

Provision at Kings is already varied and comprehensive however, we have ambitious plans to ensure that every student is fully supported with planning and managing their lives beyond school to make sure that they progress to challenging, successful careers. To this end, we have continued to promote our online careers platform called Start Profile, which has been rolled out across the school for the academic year 2019-2020 and each student and member of staff have their own individual log in for this platform. Students have been completing short modules and activities, in their own time and during tutor times and ICT lessons to give them a complete overview of career choices and qualifications need for careers paths and staff are able to log any career based opportunities that have taken place for students. These are stored within a 'locker' which is automatically building each student an online CV. During the Covid-19 pandemic we have seen a significant increase in the students using their Start Profiles enabling them to complete careers activities from home and research future employment.

Our Careers Coordinator runs reports termly to identify and establish which year groups and individual students have had access to which career opportunities and the impact that this has had.

During the Covid-19 pandemic which caused disruption to our Summer term 2020, unfortunately, we had to cancel a number of activities and it has been impossible to recreate them all. However, we have been able to send a vast number of opportunities out to our students and our Careers Lead has ensured that following the cancellation of our work experience programme, information regarding virtual work experience and other virtual webinars, advice and guidance has been communicated to both our students and their parents.

Our Careers Lead has also sent links to competitions such as Teen Tech (STEM based engineering) and we are delighted to be able to say that one of our Year 7 students entered this and has been given a place in the finals which will take place at the end of July 2020.

We have created a Facebook Hub page where we are communicating with parents and have included on here information relating to positive engagement with the new virtual careers programme.

Our Careers Lead prepared and shared with parents and students a Careers Newsletter, giving them lots of useful information, links and guidance on where to find career related activities and opportunities and we have communicated lots of summer programmes for students to take part in if they wish.

Lots of information regarding colleges and Post 16 offers have also been communicated to our parents and students and we have offered students the opportunity to have a free 1:1 guidance session with one of our stakeholders. So far, we know only a handful have taken this opportunity, but we know that the vast majority of our Year 11 students already have a plan for college.

Given the uncertainty of our next academic year, we will continue with virtual experiences where appropriate and bring back the physical activities and opportunities as soon as we are able to. We are already working on how to deliver our careers programme virtually, as opposed to cancelling these things altogether. As an example, our Year 11 Big Interview would usually be conducted in our main hall with all interviews present, however, we are asking our interviews this year to conduct the interviews via MS Teams to ensure that this can go ahead regardless of the pandemic situation.

Our Careers Lead is very excited about the next academic year and is certain that we can still run a varied careers programme under the current circumstances.

Table of Contents

OBJECTIVES	5
AIMS.....	5
CURRENT STATE – SEPTEMBER 2020	6
ACTIVITIES 2019/21 <i>TO BE UPDATED ANNUALLY</i>	10
KINGS INTERNATIONAL COLLEGE STRATEGY	14
<i>OBJECTIVES</i>	14
INTRODUCTION	17
STUDENT ENTITLEMENT	17
MANAGEMENT OF PROVIDER ACCESS REQUESTS - PROCEDURE.....	17
OPPORTUNITIES FOR ACCESS	18
PREMISES AND FACILITIES	19

Objectives

- Provide access to impartial, independent and personalised careers education, information, advice and guidance for all students.
- Implement an explicit publicised careers policy and careers curriculum.
- Assign a governor with responsibility for ensuring the school supports students to relate their learning to careers and the world of work from an early age.

Aims

- A CEIAG delivery plan incorporating careers, employability skills and enterprise education are embedded into the curriculum from year 7 to year 11 and enhanced by personal development days.
- Subject areas will nominate a 'careers champion' who will work with the Careers Coordinator to establish links between their schemes of work and the school's CEIAG policy and strategy.
- All students will be provided with appropriate resources to record and evaluate their experiences when engaging with business intervention strategies. This will evolve into their career plan and formulate their CV/electronic profile using the online careers platform Start Profile.
- Students will graduate from Kings International with the knowledge and understanding of how education has equipped them with desirable skills, behaviours and attitudes as they progress into adulthood becoming economically aware and referring to Kings' core values.
- Increase CEIAG presence on the school website designed/tailored to mobile and tablet use, which enables student access to online tools which provide a full range of career information, guidance and development pathways.

Benchmarks	GATSBY STATEMENT	Kings International – Starting point	Areas for Development/Actions
<p>1. A Stable Careers Programme</p>	<p>Every school and college should have an embedded programme of career education and guidance that is known and understood by students, teachers, governors and employers</p>	<ul style="list-style-type: none"> • Continue to develop the careers strategy. • Staff have been involved in a third survey to discover what happens already in lessons and to see how far we have come since last year. • Discussion which have previously taken place to advise staff how to integrate careers into lessons have been successful and careers has now being integrated into most lessons this year, specifically tutor time, PSHE, Maths, English and Science. • Careers Library based outside main reception with information for staff and students. This is a new careers space and ideas for developing and staffing this are currently ongoing. Ideally the Student Senior Leadership Team will take on this role this year and it will be manned at break and lunchtime and after school for a period of time for students to visit and collect information if they wish to do so. • Year 11 Big Interview Day on Personal Development Day (although this will be dependent on the Covid-19 pandemic situation. If it cannot go ahead in the Autumn Term, it will be moved to the Spring. • Governor appointed to lead on careers: Mr M Sands 	<ul style="list-style-type: none"> • Work closely with Senior Leadership to gain a clear indication from them regarding the schools vision for careers across the curriculum. • Continue to develop communication with students and parents • Continue to develop the area in the school where careers information can be found • Continue to organise dates on school calendar to involve Bank of America/Barclays Life Skills, work experience, careers fairs and other careers based third parties • To ensure the website information is up to date, user friendly and useful for parents, students and employers.
<p>2. Learning from Career & Labour Market Information</p>	<p>Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> • Lynda O’Connor, careers adviser will spend the Spring term in school interviewing students and offering advice. • Parents have been exposed to some local colleges via colleges evening and options evenings, where colleges and other providers have been present. • Introduction to KS4 evening to take place again this year (this will be dependent on the Covid-19 Pandemic and social distancing rules) where colleges and employers will be present to speak to parents and students • Presentation to take place to parents and students in relation to future study options and grades required for students (again this will be dependent on the Covid-19 Pandemic and social distancing rules) • Working with ALPS to provide information regarding this to our students and their parents 	<ul style="list-style-type: none"> • Update the section of the school website to promote careers with links to LMI and study options and keep the information up to date. • Continue to build links with colleges (Farnborough 6th Form, Farnborough Tech, Guildford, Collingwood, Farnham, Merrist Wood) • Continuing to develop vocational apprenticeship meetings and other opportunities to share resources. • Continue to offer students the free resources provided by ALPS, in the form of assemblies and workshops where appropriate (This will be dependent on the Covid-19 Pandemic and social distancing rules)

<p>3. Addressing the Needs of Each Student</p>	<p>Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>	<ul style="list-style-type: none"> • One to one sessions with a Careers Adviser for year 10 • Year 11 Careers and Big Interview Day – each student is given the opportunity for a job interview with somebody from business not linked to the school. Workshops also provided from third party agencies relating to careers • Start Profile activities/research tasks • Plan for All students with an EHCP to have termly career meetings • School work in partnership with a named U-Explore personal coach to identify and work with students whom may be at risk of not being in education, employment or training when they leave the school. This carries on to the following January after students have left the school which in turn aids tracking and analysis of the schools impact. • Ensure that all year groups are offered Career Related Learning in some form • Career Related Learning now delivered in a tutor time careers programme and also through PSHE, English, Maths and Science lessons 	<ul style="list-style-type: none"> • Identify techniques we can use to reach all students within the school. • via website • via Careers Library • Tutors to engage with students to allow signposting and identification of careers pathways • Continue to embed Start Profile across the year groups through the curriculum and tutor times. Students are encouraged to also use this in their own time and a high proportion of students now use it regularly
<p>4. Linking Curriculum Learning to Careers</p>	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career paths.</p>	<ul style="list-style-type: none"> • A number of different events this year related to STEM (This will be dependent on the Covid-19 Pandemic and social distancing rules). • Aspirational events with local universities/colleges with further events planned for 2020-21 (This will be dependent on the Covid-19 Pandemic and social distancing rules). • Career Related Learning included in a tutor time programme and also now through PSHE lessons. • All subject areas now linking careers to the learning they are doing 	<ul style="list-style-type: none"> • Teachers have been surveyed again to find out how they refer to careers in lessons. • Meeting with SLT required to identify opportunities to spread careers across the curriculum. • Audit of departments has been completed to identify what has already been offered • Discussions with HOF/HOD's to ensure that Career Related Learning is taking place in their subject areas

Benchmarks	GATSBY STATEMENT	Kings International – Starting point	Areas for Development/Actions
5. Encounters with Employers & Employees	<p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<ul style="list-style-type: none"> • PD day 1 2019 Year 11 Big Interview day where workshops took place with various outside employers/agencies to improve confidence, teamwork and problem solving and also to experience an interview setting with somebody from business • Year 10 work experience booked to be completed during week commencing 30th March 2019 – unfortunately this was cancelled due to the Covid-19 Pandemic. We are hopeful it will take place again next year, but if it is unable to, we would hope to offer virtual work experience • Year 10 Modular Training Programme provided by the Army took place in November 2019. We hope to run this again 2020-2021 but will be dependent on the Covid-19 Pandemic • Introduction to KS4 Evening where some local employers will attend to speak to students and their parents (This will be dependent on the Covid-19 Pandemic and social distancing rules). • Strong links built with ALPS (Association of Learning Providers Surrey) who attend to offer apprenticeship assemblies and discussions with parents at Parents Evenings (This will be dependent on the Covid-19 Pandemic and social distancing rules). 	<ul style="list-style-type: none"> • Year 10 work experience to be arranged for Easter time 2021. Ensure that Year 10 2021 are offered work experience • Obtain good links with the Enterprise Advisor now that we have one allocated – continue regular meetings at least termly. Completed 1 meeting per half term this academic year with our EC and EA. Ensure that these meetings continue into academic year 2020/2021 • Continue to increase links with local employers through Enterprise Adviser. • Continue to obtain greater involvement from apprenticeship providers to attend parent’s evenings.
6. Experiences of Workplaces	<p>Every student should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<ul style="list-style-type: none"> • Year 10 were due to complete 1 weeks work experience with a range of employers in March 2020. Due to the Covid-19 pandemic this did not take place. Ensure that if possible Year 10 complete a 1 week placement this academic year. If this is not possible, ensure virtual work experience is offered • Year 11 mentoring programme to be arranged and implemented again, enforced by Heads of Year. • Year 11 support lessons to incorporate experiences of workplaces • STEM challenges have taken place on site using outside agencies across years 7-11 (some of these have been virtual experiences due to the Covid-19 Pandemic). 	<ul style="list-style-type: none"> • Continue to increase links with local employers through Enterprise Adviser. • Continue to build strong relationships with ALPS and apprenticeship providers to attend parent’s evenings. • Continue to develop careers section on school website so that local employers can notify us of vacancies (apprenticeships) • Continue to offer STEM challenges to all year groups using local employers where appropriate

<p>7. Encounters with Further and Higher Education</p>	<p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace</p>	<ul style="list-style-type: none"> • Year 10 & 11 assemblies for local colleges (This will be dependent on the Covid-19 Pandemic and social distancing rules).. • Years 7 - 9 have been involved in various activities with local universities and STEM providers. • Year 10 and 11 College Evening/Introduction to KS4 evening • Strong links have been built with local colleges and course providers this year • Year 9, 10 and 11 Careers Fairs 	<ul style="list-style-type: none"> • Continue to develop links with Apprenticeship advisers <ul style="list-style-type: none"> ○ work required in terms of calendaring events • College's need to be encouraged to support schools (this is now happening and is proving really useful) • Continue to develop strong relationships with local colleges and course providers • Attend Careers Fairs as often as they are offered to us, with all year groups if possible, but specifically years 9, 10 and 11 • Drip careers information into years 7 and 8 to start them thinking about their futures early (this is being done through the use of Start and tutor time activities)
<p>8. Personal Guidance</p>	<p>Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided that they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs</p>	<ul style="list-style-type: none"> • Tutor roles under development with a tutor programme which will provide opportunities for discussion and support to students. • All students in Year 10 are given the opportunity to have one to one careers guidance meeting with an experienced careers advisor. • Year 9 and 11 Big and Little Interview Days to take place again this year ((This will be dependent on the Covid-19 Pandemic and social distancing rules and may take a different format to previous years). 	<ul style="list-style-type: none"> • Ongoing training for LBO • Continue to develop new admin/support role • Continue to develop contact with employers and scheduling of practice interviews. • Requires planning and resourcing in terms of time on calendar and rooming's to accommodate one to one sessions. • Continue to offer 1:1 guidance meetings for Year 10 students

Activities 2019/21 to be updated annually

Date	Year	No.Students	Event	Objective
19/09/2019	10 & 11	Whole year	Introduction to KS4 Evening	To ensure that all students in both years 10 and 11 have the opportunity to understand the expectations for KS4, to enable colleges and employers to attend for students and parents to speak to in relation to future career paths, to discuss revision strategies for students and for students to visit departments in which they have opted to take GCSE's to ensure they are fully aware of the expectations ahead of them. To launch the Work Experience Programme for Year 10 students
26/09/19	9	15	Sandhurst STEM Careers Fair (Girls Day)	This was a Careers Fair which incorporated over 200 employers at RMA Sandhurst. There were activities for students to engage in relating to different careers and lots of flyers and information and freebies for the students to take away. Each student also participated in a 'speed dating' activity, where they met at least 15 people from different careers and had an opportunity to discuss the career with them and ask questions
01/10/2019	11	Whole year	Big Interview (PD Day)	The purpose of the Big Interview is to allow students the opportunity to 'apply' for a job using a detailed application form and then to be offered an interview with an employer from a local business or sector, in interview conditions. Designed to offer the students experience in readiness for college interviews. Students are then provided with feedback to allow them to improve and practice their interview techniques
04/10/19	11	Whole year	College Assembly (Farnborough College of Technology)	A representative of the college attended school and gave an assembly to our Year 11 students regarding what they can offer in the way of courses and further education and information on how to apply for a place there
16/10/2018	10	Whole year	Medical Science Day (PD Day)	Year 10 will be looking at the science behind medicine and how scientists develop medicines based on the knowledge of diseases. The day will conclude with a visit from the Teenage Cancer Trust and its representative Gubs Meyer will speak about what it means to be a survivor of Cancer, the medical treatments, and the support available to those around loved ones.
16/10/2019	9	Whole Year	Structures and Engineering Day	Students will be involved in the Structures day and will be using their ingenuity to create large structures employing physics and design used by real engineers
22/10/19	9	15	STEM Day Wellington College	Hands on activities using Science/Technology designed to raise aspirations for the future. The day will begin with a demonstration chemistry lecture by Bristol University and will be followed by a series of workshops by teachers and national companies from the Thames Valley.
31/10/2019	10 & 11	15	Languages are Work Workshop Wellington College	The day will involve able language students from schools in Wokingham and Surrey Heath exploring language pathways and careers
06/11/2019	8	8	NHS Skills Club	This was an opportunity for students to attend Frimley Park Hospital and take part in active sessions with members from various teams, to include the dementia team, the neonatal team, the nursing team and others. There were 6 sessions in total over 6 weeks
08/11/2019	10	28	Army Modular Programme	This was a 6 week course designed to touch upon resilience, strengths and weaknesses, teamwork, self-awareness, presentation skills and confidence. During the course the group were asked to compete various tasks and there was also a STEM day out at Army Barracks in Kent with interactive workshops for them to take part in
12/11/19	8	15	Rocking Ur Teens International Men's Day	A trip to London Canary Wharf to meet with various aspirational speakers regarding life choices and how this links with future career prospects

12 & 26/11/19	10	6	Farnborough Airport Presentation Skills	2 teams of students attended a Presentation Skill workshop with the CEO of Farnborough Airport. They had to then go away for 2 weeks and prepare their own presentation based on the Aviation Industry and come back to present it at a second workshop in front of a panel of 4 which included the CEO. They competed against 3 other schools in this competition.
14/11/2019	11	3	McLaren Work Inspiration Day	3 students attended the McLaren Work Inspiration Day designed to focus on self-awareness and self-confidence, teamwork and collaboration, communication and presentation skills, personal branding and analytical skills. They also look at understanding personal preferences and strengths and how a variety of strengths and perspectives support high performing teams
18/11/19	10	??	Business Studies Wimbledon Trip	
22/11/19	10 & 11	Whole Year	ALPS Apprenticeship Assembly	A member of the ALPS Team attended to give an assembly relating to Apprenticeships, providing students with information of where, when and how to apply
04/12/19	10	Whole Year	National School and College Leaver Show	This was a Careers Fair which a large number of Colleges, Universities and Apprenticeship employers were present at. This gave the students the opportunity to obtain information and ask questions relating to their future choices
04/12/2019	8	Whole year	Enterprise/Giving Nations (PD Day)	Students were encourage to set up their own small business for the afternoon. They were given 2 weeks to come up with the idea, plan it, obtain resources, run it for the afternoon and try to make some profit on their initial spending
04/12/2019	7	Whole year	Citizenship Day (PD Day)	
22/01/2020	10 & 11	30	Firstpoint USA Scholarship Assembly	Firstpoint USA to present to students the opportunities for them to develop their skills set, self-confidence and self-awareness and how to apply for a scholarship to study abroad in the USA. To also inform them of careers opportunities this will open up to them for their futures
27/01/2020	9	Whole year	Options Assembly	Explore options available to students and how to make informed choices to benefit their future
06/02/2019	9	Whole year	Options Evening	To ensure that students and parents are given relevant information to allow them to make informed option choices which will benefit them for their chosen career path. To explain that if they don't have a future career path, how best to choose options that 'fit' a range of career choices to ensure they do not restrict themselves
06/02/2019	9	Whole Year	The Little Interview	The purpose of the Little Interview is to allow students the opportunity to 'apply' for a job using a detailed application form and then to be offered an interview with an employer from a local business or sector, in interview conditions. Designed to offer the students experience in readiness for their futures. Students are then provided with feedback to allow them to improve and practice their interview techniques
12/02/2020	10	whole year	FCOT Taster Sessions	Workshop choices chosen by students in advance and then taken part in at FCOT. Designed to give them information relating to courses offered at the college and what they involve. Each student was able to take part in 2 different workshops over the course of the day
12/02/2020	10	6	Dragons Den Business Competition	Students to prepare and plan a business idea and then present to members of the 'den' who will act as judges for all entries. Designed to encourage students with planning, confidence, self-awareness and presentation
03/03/2020	10	Whole year	National Apprenticeship Show	This was a Careers Fair which a large number of Colleges, Universities and Apprenticeship employers were present at. This gave the students the opportunity to obtain information and ask questions relating to their future choices
11/03/2020	11	12	Apprenticeship Workshop (ALPS)	Students received an apprenticeship workshop regarding how to find them, how to apply for them and what is available to them
11/03/2020	10	10	School Challenge Day	An opportunity for the group who took part in the Army Modular Programme to attend and compete in a competition against 5 other schools are Longmoor Army Camp in Liss. This focused on team skills, life skills and thinking/problem solving skills

16/03/2020	9 & 10	15	Ypres Trip	Army trip to focus on skills to include team skills, life skills, thinking/problem solving, independence and to enable students to understand how the army works – This trip did not take place due to the Covid-19 lockdown
20/03/2020	10 & 11	30	FCOT Taster sessions at Kings	Targeted students (those not yet applied to colleges) to attend workshops provided by FCOT to encourage students to choose and apply for courses at colleges - This event did not take place due to the Covid-19 lockdown
25/03/2020	11	10	Introduction to Oxbridge Talk	Designed to inform students regarding the Oxbridge universities, requirements, expectations and where to find information that may be useful - This event did not take place due to the Covid-19 lockdown
30/03/2020	10	Whole year	Work Experience	Student obtained a work experience placement and would attend for one week gaining valuable experience in the workplace - This event did not take place due to the Covid-19 lockdown
TBC	10	Whole year	Apprenticeship Assembly FCOT	Students to receive an assembly regarding apprenticeships, how to find them, how to apply for them and what is available to them - This event did not take place due to the Covid-19 lockdown
TBC	9	3	Drama Masterclass (Wellington College)	Masterclass session on Drama designed to improve students' knowledge and skills set in Drama - This event did not take place due to the Covid-19 lockdown
TBC	9	3	Chemistry Masterclass (Wellington College)	Masterclass session in Chemistry designed to improve students' knowledge and skills set in Science - This event did not take place due to the Covid-19 lockdown
TBC	9	3	Russian Masterclass (Wellington College)	Masterclass session in Russian designed to improve students' knowledge and skills set in Russian - This event did not take place due to the Covid-19 lockdown
TBC	9	3	English Creative Writing Masterclass (Wellington College)	Masterclass session on English Creative Writing designed to improve students' knowledge and skills set in English - This event did not take place due to the Covid-19 lockdown
TBC	9	3	Geography Masterclass (Wellington College)	Masterclass session on Geography designed to improve students' knowledge and skills set in Geography - This event did not take place due to the Covid-19 lockdown
TBC	10	12	G&T Taking Maths Further	Workshops, activities and lectures designed to broaden their understanding of how Maths links with a variety of career choices, as well as inform their A level choices and raise their confidence in their own ability to make decisions regarding their future education - This event did not take place due to the Covid-19 lockdown
TBC	9	Whole year	Interactive Careers Fair	The purpose of the careers fair is to broaden students' understanding of careers, help inform their GCSE (and A level) choices and to raise their confidence in their own ability to make decisions regarding their future education. The fair aims to raise students' aspirations and attainment levels and help to widen their participation in higher education - This event did not take place due to the Covid-19 lockdown
TBC	All		Collingwood College Debating workshop	This event is aimed at talented English Students or those with a keen interest in politics. The students concerned will be taught to debate in the traditional style and given the chance to pit their wits against their peers from other local schools - This event did not take place due to the Covid-19 lockdown
TBC	10	107	Mock Wedding	As part of both the Full Course and Short Course GCSE students are expected to know what happens at a Christian wedding service and understand its significance. This is officiated by reverend Nicole from St.Michael's, Camberley. Students are fully involved in the preparation and organisation including volunteering to be part of the bridal party, to read, play or sing This event did not take place due to the Covid-19 lockdown
TBC	7&8	67	UKMT Maths Challenge	The Junior Mathematical Challenge is a 60-minute, multiple-choice competition aimed at students across the UK. It encourages mathematical reasoning, precision of thought, and fluency in using basic mathematical techniques to solve interesting problems - This event did not take place due to the Covid-19 lockdown
TBC	9&10	Computer Science Students	Bank of America Computer Science Workshops	Workshops designed to build experience and confidence within Computer Science - This event did not take place due to the Covid-19 lockdown
TBC	9	20	Girls into STEM	The event includes workshops, activities and lectures designed to broaden their understanding of the role of women in STEM-related careers, as well as meeting with business representatives within the STEM fields. This may help to inform

				<p>their A level choices and raise their confidence in their own ability to make decisions regarding their future education.</p> <ol style="list-style-type: none"> 1. Improve knowledge of STEM skills 2. Build relationships between schools and companies 3. Develop Strategies for problem solving 4. Aspirational focus regarding aiming higher within the Science industry <p>This event did not take place due to the Covid-19 lockdown</p>
TBC	10	15	Sports Leadership Event	15 students in charge of Year 6 Sports Event at Guildford Spectrum, designed to improve confidence, self-awareness, accuracy. Students to measure distances and track race times throughout the day - This event did not take place due to the Covid-19 lockdown
TBC	8	5	G&T Maths and computer science masterclass	Creative codebreaking -masterclass in Computer Science and Maths - This event did not take place due to the Covid-19 lockdown
TBC	8	5	G&T Japanese and Mandarin masterclass	Basics of Japanese and Mandarin This event did not take place due to the Covid-19 lockdown
Summer holidays	10		Surrey University - Catastrophe on Campus	Provides online mentoring, the chance to explore new subjects, careers and skills delivered through a themed project where students have to manage a biological hazard incident using forensic science and biomedical science – This event is unlikely to be taking place due to the Covid-19 lockdown
Summer Holidays	11	2	Wheeler Programme Work Experience (G Live and Aeronautical Engineering company)	Designed to provide students with work experience in their field of interest - This event is unlikely to be taking place due to the Covid-19 lockdown

Kings International College Strategy

Objectives

- Provide access to impartial, independent and personalised careers education, information, advice and guidance for all students.
- Implement an explicit publicised careers policy and careers curriculum
- Liaise with the governor with responsibility for ensuring the school supports students to relate their learning to careers and the world of work from an early age.

Gatsby Benchmark(s)	Objective	SMART goals/Targets	Activities	Who?	By when?
4	Students will have a digital portfolio to present their learning experiences and record of careers interventions which will develop into an electronic CV.	100% of students will have created a page within their digital portfolio to record their experiences of careers leadership and their future aspirations.	<ul style="list-style-type: none"> - Portfolio development supported by ICT department and form tutors - Students to maintain records and this can be reviewed by the tutor. 	LBO Form Tutors ICT Department	September 2020 Ongoing
3, 5, 6, 8	Every student will meet with an employer to begin learning about the world of work.	100% of year 11 students will have had a careers talk with a local adviser by July 2019 who will be able to advise them about potential progression routes through college courses or apprenticeships which will help students identify their pathways. 100% of Year 11's will have an interview with an employer at the Year 11 Careers and Big Interview Day As many Year 10 students as possible will take part in work experience in April 2021	- Lynda O'Connor - Careers - will make contact and have frequent appointments on site with students from year 11 in the first instance then progress to year 10.	- Careers Coordinator - LBO - Lynda O'Connor – Careers Advisor - External Employers conducting mock interview days.	July 2021
		100% of years 9 -10 will have developed an action plan with support from their tutor to identify their next steps for 2021 with the assistance of Start Profile and the tutor time programme	<ul style="list-style-type: none"> - With support, students will have identified an initial career path and have knowledge of the courses or job training that is available to them. - Digital action plans on Start Profile will include a timeline of events and goals for students to achieve. - This will be achieved through tutor time sessions where students will have academic and pastoral discussions with tutors. 	<ul style="list-style-type: none"> - Tutors - Student and Tutor - Student and Tutor 	On going

		As many Year 10 students as possible will have had the opportunity to complete a period of work experience by July 2021.	<ul style="list-style-type: none"> - Initial interview with prospective employer - 5 days' work experience 	<ul style="list-style-type: none"> - Local employers to provide interview experience - WEX employer 	July 2021 and ongoing
		100% of Years 7-9 will have received 3 talks from employers during personal development days.	<ul style="list-style-type: none"> - A range of activities on PD days to allow local employers to visit and interview students. - Opportunities for students to ask questions about careers in a variety of sectors. - Year 9 Little Interview Day on one of the Personal Development Days - Start Profile building for year groups to enable students to think about careers from Year 7 upwards 	<ul style="list-style-type: none"> - Local employers - Apprenticeships links - LBO to incorporate this into tutor times, assemblies and information evenings - LBO - All staff/Form Tutors/ICT Department 	July 2021
Gatsby Benchmark(s)	Objective	SMART goals/Targets	Activities	Who?	By when?
5, 7	Every student will be exposed to the options within further education and apprenticeships.	100% of Year 10 & 11 students will have met with external providers who can advise them about further education and apprenticeships.	<ul style="list-style-type: none"> - Invitation to local colleges to send a representative for options evenings and careers events. - Apprenticeship provider links to be made to ask for support. 	<ul style="list-style-type: none"> - Careers Coordinator LBO/Head of KS4 EBA - LBO 	July 2021
2	Improved communication of careers information and advice to students and parents.	By April 2020, the school website will have a section for careers with links to external advice and labour market information.	<ul style="list-style-type: none"> - Careers Coordinator to liaise with Headteacher to develop a section on the school website accessible to students and visitors. - Careers to be LM directly by Assistant Headteacher AIN 	<ul style="list-style-type: none"> - Headteacher - Careers Coordinator 	Sept 2019 and ongoing
		By Sept 2021 Careers will be included in all parents' evenings.	<ul style="list-style-type: none"> - Organise visits from Local Colleges, Bank of America, Tag Farnborough, Fluor, Microsoft, army and other local employers 	<ul style="list-style-type: none"> - Assistant Headteacher Pastoral - Heads of Year - Careers Coordinator 	July 2020 and ongoing
		Students can access up to date careers advice from the school's Careers Office at any time of day. If the information required is not available students can access information by speaking to the Careers Coordinator LBO	<ul style="list-style-type: none"> - Invest in training for in-house careers advisor role - Invest in training for LBO 	<ul style="list-style-type: none"> - Headteacher - Assistant Headteacher pastoral - LBO 	Sept 2019 Ongoing

1, 4	Embed careers curriculum across all subjects in the school by July 2021	100% of subjects in the school will have mapped out where careers can be discussed within lessons to link learning to the world of work.	<ul style="list-style-type: none"> - Strategy group comprised of subject leaders to meet and agree how to implement careers across the curriculum. - develop a whole school approach - ensure it forms part of every departments Improvement Plan 	<ul style="list-style-type: none"> - Assistant Headteacher Teaching & Learning (MBY) - Careers Coordinator 	Sept 2021
		75% of students completing a satisfaction survey will be able to identify 4 skills they have learnt that are relevant to the world of work by July 2021.	<ul style="list-style-type: none"> - Student survey after PD days and interaction with employers. 	<ul style="list-style-type: none"> - Assistant Headteacher Pastoral - Careers Coordinator 	July 2021
6	All work experience placements are to be coordinated through the schools Careers Coordinator and SHAPE (external WEX providers)	Careers coordinator to liaise with Kim Garbadella at SHAPE to develop the database for WEX if they agree to support (This is a long way off)	<ul style="list-style-type: none"> - Launch the database for WEX - Develop a shared vision in line with the CEIAG strategy. - First students registered for WEX October 2019. - First students on WEX June 2020 	<ul style="list-style-type: none"> - Careers Coordinator - Careers Coordinator - Careers support - Careers Coordinator/Support/WEX link 	Sept 2020 ongoing

Stakeholder and Employee Engagement

Kings continues to nurture working relationships with: Bank of America; Tag Farnborough; Microsoft; Siemens; Army; Barclays Life Skills; ALPS, the police and other front line services; local colleges and universities. This is in order to explore as many opportunities as possible with our students with the overriding aim of opening their eyes to the world of possibilities before them. We firmly believe in raising students' aspirations through regular opportunities and experiences outside of the everyday curriculum and our careers provision forms an important part of that moving forward.

The Kings News has been the main means of communicating these experiences to parents to date but plans are in place to develop a careers focussed section on the school website which has been launched and is under ongoing development. In addition to this, we hope to train a dedicated member of staff in careers guidance to enable students and parents to access up to date information at their convenience.

Monitoring and Evaluation

The careers strategy, which will be updated annually, will be monitored by **Mr R Haywood**, Assistant Headteacher, who will have core responsibility of overseeing this to ensure that Kings remains outward thinking in its approach to careers. To support this move, careers will feature in Governors meetings for 2020/21 (linked to data tracking and NEET reporting) with termly reports expected to enable them to provide the necessary challenge to ensure this initiative does not lose momentum.

The updated Careers Strategy will be published on the website for parents and careers to access at any point.

Kings International: Provider Access Policy

Introduction

This policy statement sets out the school's arrangements for managing the access of providers to students 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.

Student entitlement

All students in years 8-13 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 Mrs L Bowman, Careers Coordinator, Telephone: 01276 683539 x 212 Email: l.bowman@kings-international.co.uk.

Opportunities for access

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to students and/or their parents/careers:

	Autumn Term	Spring Term	Summer Term
Year 7	Careers tutor time provision Start Profile	Careers tutor time provision Start Profile Kidzania Trip – PD Day	Careers tutor time provision Start Profile
Year 8	Careers tutor-time provision Start Profile PD Day activities	Careers tutor-time provision Start Profile PD Day activities	Careers tutor-time provision Start Profile PD Day activities
Year 9	Start Profile PD Day activities	KS4 options event Start Profile PD Day activities	Tutor group opportunities combined with PD Days Assemblies Start Profile PD Day activities
Year 10	Assemblies and tutor group opportunities combined with PD Days Introduction to KS4 and colleges evening Work experience assembly Modular Engagement Programme - Army	Work experience preparation sessions – PD Days 1 week work experience Start Profile Career Interviews	Assemblies and tutor group opportunities combined with PD Days Start Profile PD Day activities
Year 11	Introduction to KS4 and Colleges Evening	Post-16 college taster sessions	Start Profile

	The Big Interview and CV Preparation Sessions Year 11 support lessons Start Profile	Assembly on opportunities at 16 PD Day Opportunities Start Profile Revision Workshops/Assembly	PD Day Opportunities
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Please speak to our Careers Coordinator to identify the most suitable opportunity for you.

Covid-19

Due to the Covid-19 pandemic, unfortunately our Opportunities for Success have been impacted. We have been unable to book opportunities for students at this stage, so some of the opportunities are now provisional and may be moved to a different term or cancelled all together should the pandemic continue in the academic year 2020-2021. We will do our best to ensure that all students receive virtual opportunities if physical ones are not possible.

Premises and facilities

The school will make the main hall, classrooms or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The school will also make available audio and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Coordinator or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature at the Learning Resources Centre, which is managed by the school librarian. The Learning Resource Centre is available to all students, before school, at lunch and break times and after school.