



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:
Status and Review Cycle	Annually
Person(s) responsible	Lisa Bowman
Last reviewed on:	
Next review due by:	Autumn 2022 for 2023-24

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 launched a new online careers platform called Unifrog, which has been rolled out across the school for the academic year 2022/2023 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.

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 using the Compass + system.

During the Covid-19 pandemic virtual work experience became really popular and we will continue to promote this during this academic year, together with careers based virtual webinars, advice and guidance and these are communicated to both our students and their parents when they are available. A number of students have completed virtual WEX and received certificates and a number are already signed up to programmes for this academic year.

We continue to communicate with parents through our Facebook Hub page where we are able to inform parents about positive engagement with the careers programme and also in general in relation to fantastic work and opportunities in school.

The Careers section of our website contains lots of useful information, links and guidance on where to find career related activities and opportunities and we will continue to communicate any opportunities that we are made aware of for students to take part in if they wish.

Lots of information regarding colleges and Post 16 offers has been communicated to our parents and students and our Careers Lead will continue to support students during the application process and beyond.

Our Careers Lead is very excited about this academic year given that we have now been able to bring back the physical activities and opportunities that are fantastic for our students and is already planning a number of these. For example, preparations for our Year 11 Big Interview which will take place in our main hall on our first Personal Development Day is well under way and the students have made a great start in their preparations for this.

DRAFT

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	13
<i>OBJECTIVES</i>	13
INTRODUCTION	17
STUDENT ENTITLEMENT	17
MANAGEMENT OF PROVIDER ACCESS REQUESTS - PROCEDURE.....	17
OPPORTUNITIES FOR ACCESS	18
PREMISES AND FACILITIES	20

DRAFT

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 Unifrog.
- 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.

Current State – September 2022

Benchmarks	GATSBY STATEMENT	Kings International – Starting point	Areas for Development/Actions
1. A Stable Careers Programme	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	<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. • Discussions which have previously taken place to advise staff how to integrate careers into lessons have been successful and careers has now been integrated into most lessons this year, specifically tutor time, PSHE, Maths, ICT, English and Science. • Careers Library based inside the Careers Coordinator’s office with information for staff and students. This is a new careers space and ideas for developing this are currently ongoing. Ideally the Student Senior Leadership Team will take on this role this year. Students are aware that they are able to visit and collect information if they wish to do so at break, lunchtime and after school at the moment. • Year 11 Big Interview Day on Personal Development Day • Governor appointed to lead on careers: Mrs K Finan-Cooke 	<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 HSBC/Barclays Life Skills, Medical Mavericks, 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.
2. Learning from Career & Labour Market Information	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.	<ul style="list-style-type: none"> • Our Careers Lead, Mrs L Bowman, has recently completed the Level 6 Diploma in Careers Advice and Guidance and is conducting careers interviews on 2 days a week currently to ensure that all students in Year 10 and 11 have received advice and guidance. • Parents will be exposed to some local colleges via colleges evening and options evenings, where colleges and other providers will be present. • Introduction to KS4 evening to take place again this year 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 • Working with ALPS to provide information regarding apprenticeships to our students and their parents 	<ul style="list-style-type: none"> • Continue to 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, All Hallows) • 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 • Provide students and parents with any other relevant Careers and LMI information as received

		<ul style="list-style-type: none"> LMI Information to be published on our website regularly for our local area 	
3. Addressing the Needs of Each Student	<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 Unifrog activities/research tasks Plan for All students with an EHCP to have termly career meetings School work in partnership with a named Surrey CC 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, ICT, Maths and Science lessons Plan for small groups of SEN students to meet with external careers coaches to discuss careers options/prospects 	<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 Unifrog 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
4. Linking Curriculum Learning to Careers	<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 will take place Aspirational events with local universities/colleges with further events planned for 2022-2023 Career Related Learning included in a tutor time programme and also now through PSHE/ICT lessons. All subject areas now linking careers to the learning they are doing 	<ul style="list-style-type: none"> Teachers will be 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 2022 Year 11 Big Interview day where workshops will take 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 27th March 2023 • Year 9 Modular Training Programme provided by the Army is due to take place in November 2022. • Introduction to KS4 Evening in September 2022 where some local employers and colleges will attend to speak to students and their parents • Strong links built with ALPS (Association of Learning Providers Surrey) who attend to offer apprenticeship assemblies and discussions with parents at Parents Evenings • Year 9 Little Interview where employers will attend and interview our Year 9 students regarding their option choices 	<ul style="list-style-type: none"> • Year 10 work experience to be arranged for Easter time 2023. • Continue to ensure that we maintain good links with our Enterprise Advisor and Enterprise Coordinator – continue regular meetings at least termly. Completed 1 meeting per half term last academic year with our EC and EA. Ensure that these meetings continue into academic year 2022/2023 • Continue to increase links with local employers through Enterprise Adviser. • Continue to obtain greater involvement from apprenticeship providers to attend parent’s evenings. • Use the EA to build more links within the community with local employers • Continue to build our relationship with BAE systems who will hopefully offer some work experience for our students this year
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 able to complete 1 weeks work experience with a range of employers in March 2022 and we have already commenced planning our Work Experience for 2023 which will take place week commencing 27th March 2023 • 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 took place last academic year on site using outside agencies across years 7-11 and these will hopefully continue into this academic year with some plans already being made 	<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 the careers section on school website, using our EA and EC, so that local employers can notify us of vacancies (apprenticeships) • Continue to offer STEAM challenges to all year groups using local employers where appropriate and using the STEAM Coordinator in school JWI

<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 • Years 7 - 9 have been involved in various activities with local universities and STEAM providers and this will continue. • Year 10 and 11 College Evening/Introduction to KS4 evening • Strong links have been built with local colleges and course providers this year and this will continue into next academic year • Year 9, 10 and 11 Careers Fairs where possible to include the National Apprenticeship Show and EXPO 	<ul style="list-style-type: none"> • Continue to develop links with Apprenticeship advisers • College's continue to be encouraged to support schools and strong relationships have now been built with many of our local colleges • 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 Unifrog and tutor time activities). This will also be done this academic year through the use of Careers Activities and Enterprise Days during our Personal Development Days
<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 a one to one careers guidance meeting with an experienced careers advisor who is now based in house and therefore available for students daily • Year 9 and 11 Big and Little Interview Days to take place again this year 	<ul style="list-style-type: none"> • Training completed for LBO – will review whether anymore needs to be undertaken • 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 2021/22 to be updated annually

Date	Year	No.Students	Event	Objective
Sept 2021	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
Sept 2021	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 – This event did not take place due to Covid-19 restrictions
Oct 2021	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
October 2021	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. This event did not take place due to Covid-19
October 2021	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. This event did not take place due to Covid-19
October 2021	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. This event did not take place due to Covid-19
October 2021	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 This event did not take place due to Covid-19
October/November 2021	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 This event did not take place due to Covid-19
November 2021	9	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 Longmoor Army Barracks with interactive workshops for them to take part in
November 2021	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. This event did not take place due to Covid-19
November 2021- May 2022	9	15	The Mock Magistrates Trial	This was an opportunity for students to take on the roles of different Magistrates Court employees and Court case witnesses and act out a Court Case in a National competition with other schools. Students played roles from Magistrates, Court Clerks, Witnesses and lawyers and Kings International College came first in our National Heat
01/12/21	9	Whole Year	Enact Solutions NHS Presentation	A local theatre company called Enact Solutions attended and gave a performance to our Year 9 students regarding different types of Careers that can be found within the NHS. Students engaged really well with this and we have already booked them again for next year
06/01/2022	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 – This event ran virtually during tutor time due to Covid-19 restrictions
07/02/2022	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
08/02/22	9	15	Stem Challenge Day	Students attended a local secondary school to take part in a Stem Challenge Day
09/02/2022	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
12/02/2022	9 & 10	Whole Year	Polar Express Army Presentation	A Colonel from the Army attended school to give a motivation speech to our students regarding a challenge she had completed called the Army Polar Challenge. Students received this presentation really well and engaged fully and it allowed students to realise that anything is possible with determination and resilience
25/02/2021	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
02/03/22	11	Whole year	National Apprenticeship Show and EXPO	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 with the intention of raising their aspirations in readiness for the start of their GCSE’s
09/03/22	10		Collingwood College Careers Fair	This event is aimed at year 10 students who attended Collingwood College and were able to meet a number of employers and higher education providers, to include MacDonalds, McLaren, Oxford and Cambridge etc
TBC	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
TBC	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
28/03/2022	10	Whole year	Work Experience	Student obtained a work experience placement and would attend for one week gaining valuable experience in the workplace
22/04/22	9	28	School Challenges Day – Army Modular Programme	This was an opportunity for students who had taken part in the Army Modular Programme to attend a competition day at Army Barracks and undertake a number of challenges to include STEAM, Team Building and Resilience. This is a great opportunity for students who engaged really well with the day

27/04/22	9	Whole Year	Interactive Fair at FCOT	Students attended FCOT and were able to rotate around a number of different subject choices and take part in interactive workshops to get a feel of choice of subjects the college has to offer. 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
11/05/22	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
21/05/22	7,8 & 9	Numerous	Army Football Coaching Sessions	Students were given the opportunity to attend an army football coaching session with the Army to improve their knowledge and skills in football
06/07/22	9 & 10	24	Meet the Army Day	A small group of students who expressed an interest in joining the army attended an Army Barracks and took part in challenges, information sessions and received guidance from soldiers about a day in the life of somebody in the army
12/07/22	10	25	McLaren Work Inspiration Day	A small number of Year 10 students were given the opportunity to attend McLaren and visit their workshop, receive presentations from staff members in various departments and enjoy a tour of the building
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	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 their A level choices and raise their confidence in their own ability to make decisions regarding their future education. <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 This event did not take place due to the Covid-19 lockdown
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

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 2022 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 or encounter with a local employer by July 2022 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 100% of year 9 students will have an interview with an employer at the Year 9 Little Interview	- Mrs L Bowman - Careers Coordinator - will conduct careers interviews with 100% of students in Year 10 on site	Careers Coordinator/Advisor – LBO External Employers conducting mock interview days. External employers – work experience	July 2023
		100% of years 9 -10 will have developed an action plan with support from their tutor to identify their next	- With support, students will have identified an initial career path and have knowledge of the	- Tutors	On going

		steps for 2022 with the assistance of Unifrog and the tutor time programme	<p>courses or job training that is available to them.</p> <ul style="list-style-type: none"> - Digital action plans on Unifrog 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"> - Student and Tutor - Student and Tutor 	
		As many Year 10 students as possible will have had the opportunity to complete a period of work experience by July 2023.	<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 2023 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 - Unifrog for year groups to enable students to think about careers from Year 7 onwards 	<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 2023
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.	<p>100% of Year 10 & 11 students will have met with external providers who can advise them about further education and apprenticeships.</p> <p>Years 7, 8 and 9 to be exposed to college providers where possible through Personal Development Days or through Careers Tutor Times</p>	<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 - BGU - LBO 	July 2023
2	Improved communication of careers information and advice to students and parents.	School website to continue to be developed to include 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. 	<ul style="list-style-type: none"> - Headteacher - Deputy Headteacher - Careers Coordinator 	Sept 2022 and ongoing

			- Careers to be LM directly by Deputy Headteacher BGU		
		Careers will be included in all parents' evenings.	- Organise visits from Local Colleges, Bank of America, Tag Farnborough, Fluor, Microsoft, HSBC, Police, army and other local employers	- Assistant Headteacher Pastoral - Heads of Year -Careers Coordinator	July 2022 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	- Invest in training for in-house careers advisor role - Invest in training for LBO	- Headteacher - Assistant Headteacher pastoral - LBO	Sept 2022 Ongoing
1, 4	Continue to embed careers curriculum across all subjects in the school – Maths, ICT, English, Science and PSHE now complete	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.	- 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	- Assistant Headteacher Teaching & Learning (MRO) - Careers Coordinator	Ongoing
		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 2023.	- Student survey after PD days and interaction with employers.	- Assistant Headteacher Pastoral - Careers Coordinator	July 2023
6	All work experience placements are to be coordinated through the schools Careers Coordinator and The Prospect Trust (external WEX providers)	Careers coordinator to liaise with Kim Garbadella at Prospects to develop the database for WEX using the Grofar system and provide support to students with finding WEX placements	- 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 - 2020 students cancelled due to Covid - 2021 students not offered WEX - 2022 students offered and WEX took place week commencing 28 th March 2022 - 2023 students offered and WEX due to take place week commencing 27 th March 2023	- Careers Coordinator - Careers Coordinator - Careers support - Careers Coordinator/ Support/WEX link -Careers Coordinator/WEX Link	Ongoing

Stakeholder and Employee Engagement

Kings continues to nurture working relationships with: Bank of America; Tag Farnborough; Microsoft; Siemens; Army; Barclays Life Skills; ALPS, McLaren, BAE Systems, the police, NHS, HSBC 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.

Our website, Social Media page on Facebook and our internal Edulink system 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 have now trained a dedicated member of staff in careers guidance to enable students to have access to Careers Interviews whenever they are needed and to ensure that parents can access up to date information at their convenience.

Monitoring and Evaluation

The careers strategy, which will be updated annually, will be monitored by Mrs J Luhman, 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 2022/23 (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 TBC (due to Covid-19)	Careers tutor time provision Start Profile CV and Presentation Skills (ICT Lessons)
Year 8	Careers tutor-time provision Start Profile PD Day activities (Covid-19 dependent)	Careers tutor-time provision Start Profile PD Day activities (Covid-19 dependent) Enterprise Day – Giving Nations (Covid-19 dependent)	Careers tutor-time provision Start Profile PD Day activities (Covid-19 dependent) CV and Presentation Skills (ICT Lessons)
Year 9	Start Profile PD Day activities (Covid-19 dependent) Army Modular Programme (5 weeks)	KS4 options event (Covid-19 dependent) Start Profile PD Day activities (Covid-19 dependent) The Little Interview – PD Day 3 Army Modular Schools Competition Day Personal Finance Skills (Covid-19 dependent)	Tutor group opportunities combined with PD Days (Covid-19 dependent) Assemblies FCOT Careers Fair (Covid-19 dependent) Start Profile PD Day activities (Covid-19 dependent) CV and Presentation Skills (ICT Lessons)

Year 10	<p>Assemblies and tutor group opportunities combined with PD Days (Covid-19 dependent)</p> <p>Introduction to KS4 and colleges evening and launch of WEX</p> <p>Work experience assembly</p> <p>Start Profile</p>	<p>Work experience preparation sessions – PD Days (Covid-19 dependent)</p> <p>1 week work experience (In the event that it is not possible for WEX to happen we will endeavour to offer virtual WEX)</p> <p>Start Profile</p> <p>Careers Interviews (Covid-19 dependent)</p> <p>FCOT workshops</p> <p>Farnborough Airport TAG Presentation Skills Competition</p> <p>Apprenticeship Assembly – ALPS (Covid-19 dependent)</p>	<p>Assemblies and tutor group opportunities combined with PD Days (Covid-19 dependent)</p> <p>Start Profile</p> <p>PD Day activities (Covid-19 dependent)</p> <p>CV and Presentation Skills (ICT Lessons)</p>
Year 11	<p>The Big Interview – PD Day 1</p> <p>McLaren Work Inspiration Day (TBC due to Covid-19)</p> <p>Introduction to KS4 and colleges evening and launch of WEX</p> <p>Start Profile</p> <p>National School Leavers Show (details TBA due to Covid-19)</p>	<p>Apprenticeship Assembly – ALPS (Personal Finance Skills (Covid-19 dependent)</p> <p>Oxbridge Talk Farnborough 6th</p> <p>Start Profile</p> <p>CV and Presentation Skills (ICT Lessons)</p>	

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 and secure all usual opportunities for students at this stage, so some of the opportunities are provisional and may be moved to a different term should the pandemic continue in the academic year 2021-2022. We will do our best to ensure that all students receive virtual opportunities if physical ones are not possible as we did in 2020-2021.

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 AV 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 Careers Resource Centre, which is managed by the school librarian. The Resource Centre is available to all students at lunch and break times.