



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

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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 and has a Level 6 Careers Advice and Guidance qualification 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 use an online careers platform called Unifrog, which was 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 have continued to promote each 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 and already has a number of activities and opportunities planned that are fantastic for our students. 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. We are also already booked for Year 10 to attend the Surrey Skills Fair and Year 11 to attend the National Apprenticeship Show, both being held at Sandown Racecourse. We also have various programmes planned for our Year 10's and 11's to assist in building resilience, revision skills, employability skills and much more. Years 7, 8 and 9, will also have lots of careers activities and challenges during our PD Days and we are hoping to arrange visits to our local colleges.

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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/parent/employer and stakeholder access to online tools which provide a full range of career information, guidance and development pathways.

Current State – September 2023

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. • 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, Science, Humanities, ADT and Performing Arts. • 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.
<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"> • Our Careers Lead, Mrs L Bowman, has 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 and students 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 • LMI Information to be published on our website regularly for our local area 	<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

<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 are 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 continues until 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, Science, Humanities, ADT and Performing Arts lessons • Plan for small groups of SEN students to meet with external careers coaches to discuss careers options/prospects • HEON to run their FOCUS programme with Year 10 and 11 to raise aspirations and provide employability and revision skills for selected students • Army Modular Programme to run in the Autumn Term for a selected number of students, to raise aspirations, build confidence and resilience and encourage teamwork • Visits to Colleges, Careers Fairs and the National Apprenticeship Show for whole year groups 	<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
<p>4. Linking Curriculum Learning to Careers</p>	<p>All teachers should link curriculum learning with careers. STEAM subject teachers should highlight the relevance of STEAM subjects for a wide range of career paths.</p>	<ul style="list-style-type: none"> • A number of different events this year related to STEAM will take place • Aspirational events with local Universities/Colleges with further events planned for 2023-2024 • 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	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.	<ul style="list-style-type: none"> • PD day 1 2023 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 25th March 2024 • Year 9 Modular Training Programme provided by the Army is due to take place in November 2023. • Introduction to KS4 Evening in September 2023 where some local employers, Colleges and Apprenticeship providers 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 • All year groups to receive careers activities/interactions on at least one PD Day throughout the year 	<ul style="list-style-type: none"> • Year 10 work experience to be arranged for Easter time 2024. • Continue to ensure that we maintain good links with our Enterprise Advisor and Enterprise Coordinator – continue regular meetings at least termly. Aim to complete 1 meeting per half term next academic year with our EC and EA. Ensure that these meetings continue into academic year 2023/2024 • 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 did offer work experience this year for 2 of our students and intend to offer placements again next academic year for a minimum of two students • Continue to build our relationship with the army who have also offered work experience for 10 of our students next academic year
6. Experiences of Workplaces	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.	<ul style="list-style-type: none"> • Year 10 were able to complete 1 week work experience with a range of employers in March 2023 and we have already commenced planning our Work Experience for 2024 which will take place week commencing 25th March 2024 • Year 11 mentoring programme to be arranged and implemented again, enforced by Heads of Year. • Year 11 support lessons to incorporate experiences of workplaces • STEAM 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 • McLaren Trip took place last academic year and this will hopefully take place again 	<ul style="list-style-type: none"> • Continue to run the Work Experience Programme successfully • 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 • Aim to plan a Year 7 and 8 ‘Take your child to school day’ in the next academic year

<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 and Surrey Skills 	<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 2022/23 to be updated annually

Date	Year	No.Students	Event	Objective
27 th Sept 2022	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
6 th October 2022	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
4 th October 2022	10	14	Guildford Magistrates Court Day	14 Year 10 Students who took part in the Mock Magistrates Trial Competition 2021/22 attended Guildford Magistrates Court to see what it was like inside a Court. They attended various Trials throughout the day and were given some fantastic advice and information from a number of the Magistrates. On this day they learned about the different roles of staff within a Court and Legal Justice System setting
6 th October 2022	All	Whole School	Personal Development Day 1	This is an opportunity for all students to take part in various activities and events to build a number of skills, to include, social, employability, revision, interview and many more
November 2022	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 2022- March 2023	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 attended Guildford Magistrates Court for the final competition to allow it to take place in a real setting
2 nd November 2022	9	Whole Year	Think Careers 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
29 th November 2022	8	15	STEAM Event Brooklands College	Students attended a STEAM event at Brooklands College to learn about STEAM Careers and what is involved
1 st February 2023	10	Whole Year	FCOT Taster sessions at FCOT	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 and how they relate to future career choices
8 th February 2023	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

February 2023	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 - Cancelled due to staff illness
21 st February 2023	9	15	Guildford Magistrates Court Visit	Students taking part in the Mock Magistrates Trial attended Guildford Magistrates Court for Competition Day
28 th February 2023	9 & 10	Art and Photography Students	Ian Murphy – Artist Visit	Students studying Art and Photography for GCSE attended a workshop in school with Ian Murphy, Artist, where they were taught different techniques and informed about career choices in Art and Creative subjects
1 st March 2023	11	Whole year	National Apprenticeship Show and EXPO	This was a Careers Fair which a large number of Colleges, Universities and Apprenticeship employers present at Sandown Racecourse. 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
27-31 st March 2023	10	Whole year	Work Experience	Students obtained a work experience placement and attended for one week gaining valuable experience in the workplace. Students also gained valuable experience in applying for jobs and some attending interviews
April 2023	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 - Cancelled
30 th June 2023	11	15	Makaton Event	The event centered around the use of Makaton, a unique form of communication that combines speech, signs, and symbols to aid individuals with communication difficulties. Students from all participating schools used Makaton to perform a range of songs, with the highlight being Harry Styles' uplifting anthem, "Treat People with Kindness."
4 th July 2023	All	Various	Actor Graham McTavish Visit	The event, held on the 4th of July at Kings International College, featured the renowned actor Graham McTavish, who captivated the audience with his wealth of experience and knowledge. McTavish's journey in the performing arts began when he was a student at Kings (then known as France Hill). It was there that a teacher, recognising his talent, encouraged him to take on a role in a play, setting him on a remarkable path towards his artistic aspirations.
5 th July 2023	10	28	Enthuse STEAM Event at Farnborough 6 th Form College	On Wednesday, 5th July 2023, a group of 28 Year 10 pupils from Kings participated in a STEM (Science, Technology, Engineering, and Mathematics) event held at The Sixth Form College in Farnborough. The event aimed to engage students in various STEM activities and foster their interest in these fields.

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	All students will have a digital portfolio to present their learning experiences and record of careers interventions which will develop into an electronic CV - Unifrog	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 LBO, ICT department and form tutors - Students to maintain records and this can be reviewed by the tutor. 	LBO Form Tutors ICT Department	July 2024 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 2024 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 March 2024 100% of year 9 students will have an interview with an employer at the Year 9 Little Interview	<ul style="list-style-type: none"> - 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 2024 Ongoing
		100% of years 9 -10 will have developed an action plan with support from their tutor to identify their next steps for 2024 with the assistance of Unifrog 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 Unifrog will include a timeline of events and goals for students to achieve. 	<ul style="list-style-type: none"> - Tutors - Student and Tutor 	On going

			<ul style="list-style-type: none"> - 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 	
		<p>As many Year 10 students as possible will have had the opportunity to complete a period of work experience by July 2024.</p>	<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 	<p>July 2024 Ongoing</p>
		<p>100% of Years 7-9 will have received 3 talks from employers during personal development days.</p>	<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 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 	<p>July 2024 Ongoing</p>

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. Years 7, 8 and 9 to be exposed to college providers where possible through Personal Development Days or through Careers Tutor Times	- Invitation to local colleges to send a representative for options evenings, KS4 Evening and careers events. - Apprenticeship provider links to continue to ask for support and to attend PD Days to provide advice to students regarding apprenticeships	- Careers Coordinator LBO/Head of KS4 - BGU - LBO	July 2024 Ongoing
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.	- Careers Coordinator to liaise with Headteacher to continue to develop the careers section on the school website and ensure this is accessible to students and visitors. - Careers to be LM directly by Associate Assistant HT - JWI	- Headteacher - Deputy Headteacher - Careers Coordinator LBO	Sept 2023 Ongoing
		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 where possible	- Assistant Headteacher Pastoral - Heads of Year - Careers Coordinator	September 2023 ongoing
		Students can access up to date careers advice from the school's Careers Office at fixed times of day, to include break, lunch and after school. 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 - Level 6 Training complete for LBO	- Headteacher - Assistant Headteacher pastoral - LBO	Sept 2023 Ongoing
1, 4	Continue to embed careers curriculum across all subjects in the school – Maths, ICT, English, Science, RS and PSHE now successfully implementing careers within lessons	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 -HOY -HOD	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 2024.	- Student survey after PD days and interaction with employers.	- Assistant Headteacher Pastoral - Careers Coordinator LBO	July 2024
6	All work experience placements are to be coordinated through the schools Careers Coordinator	Careers coordinator to continue to develop the database for WEX using the Unifrog Programme and provide support to students with finding WEX placements	<ul style="list-style-type: none"> - Launch the database for WEX at KS4 evening - 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 28th March 2022 - 2023 students offered and WEX due to take place week commencing 27th March 2023 - 2024 students will be launched in September 2023 and it is expected that the majority of students will take part 	- Careers Coordinator LBO	Ongoing

Stakeholder and Employee Engagement

Kings continues to nurture working relationships with: HSBC; Amazon Filters; Tag Farnborough; Microsoft; Siemens; Army; Barclays Life Skills; ALPS; McLaren; BAE Systems; the police; NHS; and many other front line services and local employers, 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 and our plans to develop a careers focussed section on the school website has now been completed, although will be updated regularly to ensure current and up to date information is shared with students, parents, teachers, employers and other stakeholders. In addition to this, our Careers Coordinator is now Level 6 trained in Careers Advice and 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 2023/24 (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.