



## Careers Policy

### Preamble

The Government's careers strategy, published in December 2017, sets out a long term plan to build a world class careers system that will help young people choose the careers that is right for them.

To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmark to develop and improve their careers provision. This will allow the College to be confident that it is fulfilling its statutory duties: provide independent careers guidance and provide opportunities to providers of technical education and apprenticeships to access pupils to inform them about technical education qualifications or apprenticeships.

Chelsea Independent College benchmarks itself against the Gatsby guidelines, using the [Compass online self-evaluation tool](#) and expects to meet all eight Benchmarks by the end of 2020.

The College has appointed Jen Grunwell, as Head of Careers for KS4 and David Bright, as Head of Careers for KS5.

Most pupils leaving CIC at the end of Year 13 go on to university to commence undergraduate or foundation courses. A handful have gone on to careers in the past few years. Those leaving at the end of Year 11 tend to go on to KS5 courses at other educational providers.

### Careers provision at CIC

The aim of the careers provision at CIC is that it should be a stable, structured careers programme that allows students to experience the workplace and properly prepare for the transition to the workplace, further education or university. Each student will have had the chance to speak with their appropriate careers advisor before moving to the next stage of their education or leaving the College.

### Key Stage 4

Before entry into the College, all potential Year 10 pupils are interviewed by the Principal, who will ask about career ambitions and advise on the choice of GCSE subjects a student intends to study, to ensure that these do not limit any of the careers choices that they wish to pursue.

Year 10 – Students in Year 10 will have the chance to meet with someone from a particular career, during their PSHE programme with the aim to challenge any stereotypes that might exist. Students will be expected to start to formulate views on potential careers that they may wish to pursue and consider the A levels that they will be studying.

The College keeps systematic records of the individual advice given to students. Students may have access to these records on request to aid with their career development.

Year 11 – Students in Year 11 will be encouraged to arrange a work experience placement, either in the UK or in their home country. A record of these will be kept centrally.

During their Year 11, all students will have the chance to undertake the Morrisby Careers test, which will provide a bespoke careers guide to the student based on their interests. This test will allow students to ‘know themselves’ and better understand how their strengths, weaknesses and interests relate to the world of work; learn about different careers and opportunities and obtain individual guidance.

Students will then have the chance to speak to their Head of Year about their career choices, as well as the chance to research this career and present to their peers. This will also form the basis of a discussion regarding A level subject choices.

Students in Year 11 will receive presentations on all A level subjects on offer at CIC, so that they can make informed choices.

Students will be informed of apprenticeship, vocational qualifications as well as their other options post 16 at this time. Students will also be exposed to employers who will discuss their careers and the steps required to pursue that career.

Students in Year 11 will also be enrolled on the [Work Ready Schools](#) programme to enable them to discover more about potential careers.

## Key Stage 5

Year 12- Students in year 12 will be turning their minds to university applications and looking for work after leaving College.

During this year students will have time during their PSHEE provision to prepare a CV and undertake a mock interview in preparation for any applications that they may fill in.

Students will also meet with an employer in a career that may be of interest, to allow them to consider a greater range of opportunities.

Students will be encouraged to obtain a work experience placement, whether in the UK or at home, in order to get a better sense of the expectations and realities of the workplace.

Students will also start to consider their university options and start to visit universities on their Open Days.

Year 13 - Students in year 13 will concentrate their time on completing their UCAS form, if appropriate or preparing for an apprenticeship/employment. Students will have at least one meeting with their Head of Year and regular and frequent discussions with their tutor. A central record of these meetings will be logged, and available to students.

During this year students will also meet with a potential employer, so that a pupil who has been at the College from year 10 will have met four different employers discussing their careers and path to that position.