Careers Policy

Date: September 2025

1. Purpose

The School has a stated aim to provide all of our students with the qualifications, skills, confidence and support they need to access the best possible university courses, vocational training places and career opportunities and to support them in being successful within rapidly changing economic and social environments. This policy will outline the delivery team for our careers programme, our aims, and the monitoring process. The School delivers its careers programme with the support of external partnerships, including the Mayor's Fund for London Access Aspiration and the London Careers Hubs.

2. Scope

The aim of this policy is to ensure that students, parents, teachers, governors and employers understand the aims, curriculum, and evaluation of our careers programme and how and by whom this will be monitored.

3. References

This policy has been written in accordance with the Department for Education document 'Careers guidance and access for education and training providers'[1] and in relation to Ofsted's consideration of how well schools are 'supporting pupils' readiness for the next phase of education, training or employment so that they are equipped to make the transition successfully, including by providing impartial careers information, education, advice and guidance for secondary-age pupils[2]. The policy also sets out the requirements to meet the Gatsby Benchmarks[3], which although not statutory, will ensure that the School is fulfilling its legal duties. You will also find a copy of our Provider Access Document on the School website.

4. Definitions

[1] 'Careers guidance and access for education and training providers', updated May 2025, retrieved 23rd September 2025 https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools/careers-guidance-and-access-for-education-and-training-providers

[2] State-funded school inspection toolkit, updated 9 September 2025, retrieved 23rd September 2025https://assets.publishing.service.gov.uk/media/68b9a6b8b0a373a01819fe4b/Schools_inspection_toolkit.pdf

[3] *Good Career Guidance: The Next 10 Years* London: Gatsby Charitable Foundation (2024)

The School – Central Foundation Boys' School.

Central Futures – the School's dedicate programme for delivering its careers, employability and university education.

Gatsby Benchmarks – good career guidance as defined by the Gatsby Foundation.

5. Responsibilities

The Headteacher – overall responsibility across the school.

Deputy Headteacher responsible for Key Stage 5 – as Line Manager of the programme and our named careers leader responsible for delivery of the programme.

Central Futures Coordinator – responsible for operations of the programme.

Careers Education Information, Advice and Guidance Coordinator – responsible for independent careers guidance.

KS5 Academic Lead – responsible for the KS5 University Preparation Lessons programme and the KS5 Academic Lecture Series

Key Project Coordinator – responsible for our academic tutoring and university support programme for up to 100 students across the School.

6. Careers Aims

6.1 The School will ensure that it maintains and links with employers in order to provide:

6.1.1 Full-time and part-time employment opportunities;

6.1.2 Careers talks and industry speakers;

6.1.3 Vocational learning opportunities;

6.1.4 Work experience and internships.

6.2 The School will give the opportunity to send every Year 12 out on high-quality work experience.

6.3 That every student will have high-quality information about future study options and labour market opportunities, which will differ at each Key Stage.

6.4 The School will support departments to develop vocational links to support the delivery of their subject and support the progression of students in their related careers, particularly in STEM subjects and English.

6.5 The School will lead on the development of student workplace skills through a curriculum delivered in the mainstream curriculum, the co-curricular programme and through tutor time and assemblies, which will differ at each Key Stage.

6.6 The School will ensure that every student will have opportunities to learn from employers about work, and visit places of work and that this will:

6.6.1 Be recorded systematically using Compass+;

6.6.2 Be shared with students and parents;

6.6.3 Be monitored to encourage all students to participate;

6.6.4 Done for all students every year they are at school;

6.6.5 Include 2 weeks' worth of work experience during Key Stage 3 and 4;

6.6.6 An additional workplace visit by the end of Key Stage 5.

6.7 The School will ensure that all students should be taught the full range of learning opportunities available to them at the end of each Key Stage, including:

6.7.1 Information on apprenticeships, further education colleges, independent training providers and universities;

6.7.2 At least two meaningful visits to universities by the end of Key Stage 5.

6.7.3 Raising aspirations of all students;

6.7.4 Challenging stereotypical thinking, including in terms of race and gender;

6.7.5 A meaningful encounter with sixth form colleges by the end of Key Stage 4.

6.8 The School will identify and record destinations of leaving students in Years 11, 12 and 13, and will return to these destinations annually to review success rates in student destinations which:

6.8.1 Will be done for at least three years;

6.8.2 Will be shared with the local authority where necessary.

6.9 The School will coordinate a series of programmes to support all students secure their first-choice destination and to minimise the risk of students not securing further education or employment.

6.10 The School will manage a strong application process for university or careers in Key Stage 5, including personal statement, CV and interview support.

6.11 The School will maintain independent careers guidance, as well as one-to-one interviews with an informed member of staff:

6.12 By the end of Key Stage 4;

6.13 By the end of Key Stage 5;

6.14 At least twice for students with special educational needs and disability by the end of Key Stage 4.

6.15 The School will evaluate its careers against its objectives to ensure high-quality delivery.

7. Monitoring

A report will be reviewed annually by the Senior Leadership Team and the Governing Body, which will include contributions from students, parents, teachers and employers.

8. Policy Review

This policy will be reviewed annually by the Governing Body. This policy was approved by the School's governing body in October 2025. The next date of review will be October 2026.