



FRANCIS HOLLAND
SLOANE SQUARE

FUTURES PROGRAMME
2025 - 26



Departmental Vision:

The Futures Department is here to provide a comprehensive, engaging and motivational Careers Educational and Guidance programme for Years 7-13 which prepares the pupils for further study and the world of work beyond school. Students will be working internationally and many come from non-British backgrounds. We seek to encourage an understanding of the diversity of society within both the country and globally in educating students about the future opportunities available to them. We endeavour to achieve this particularly in a diverse range of speakers who talk to the girls in school about their careers.

School Aims:

1. To provide a challenging and stimulating curriculum which encourages an enthusiasm for learning, intellectual curiosity and creativity.
2. To value the individual and to encourage independence, motivation, flexibility, adaptability and self-confidence.
3. To foster respect for others in a friendly, supportive and caring atmosphere.
4. To support personal, moral and spiritual development within a Christian context.
5. To develop skills of leadership, team work and communication.
6. To develop a responsible attitude towards citizenship, the wider community and the environment.
7. To prepare young women for higher education and the challenges of the adult world.

Departmental Aims:

1. To prepare all students for successful careers, an enterprising and resourceful outlook, high achievement and emotional resilience
2. To provide advice and expertise to both pupils and subject leaders about careers, work experience opportunities and applications to higher education institutions.
3. To be available to girls and alumnae who would like to discuss careers issues.
4. To encourage the constructive and informed involvement of parents in the Careers Education and Guidance of their children and be readily accessible to parents for consultation and advice.
5. To maintain and develop a varied and up to date supply of information for Careers and Higher Education appropriate to the needs of the school.
6. To disseminate information supplied by professional bodies and university departments to individual departments, subject areas and colleagues.
7. Although the school is not bound to the Gatsby benchmarks, the department recognizes that they are sensible guidelines and all of them are taken into account in the activities of the department:
 - A stable careers programme.
 - Learning from career and labour market information.
 - Addressing the needs of each pupil.

- Linking curriculum learning to careers.
- Encounters with employers and employees.
- Experiences of workplaces.
- Encounters with further and higher education.
- Personal Guidance

A note on Unifrog

All students have access to Unifrog and parents are also invited to open accounts so that they can support their child's understanding of the world of work. Activities on Unifrog begin in Year 7 and go through to Year 13. Unifrog supports our delivery of the Gatsby Benchmarks.

Provision Overview against Gatsby Benchmarks

Benchmark 1: A stable careers programme

- The Director of Futures & Innovation is responsible for leading and developing the FHS careers programme and is a member of SLT and line managed by the Head. Two Futures advisors are line managed by the Director of Futures.
- The Director of Futures works alongside the Head of Life Skills and Heads of Year to deliver some of the Careers programme through Life Skills lessons.
- The careers programme is evaluated and revised annually through feedback from staff members, students, external speakers and parents.

Benchmark 2: Learning from careers and labour market leaders

- All students have access to Unifrog and are taught how to use it for careers and Higher Education research. The platform allows access to up to date and local Labour Market Information
- LMI is built into some of the careers-oriented Life Skills programme
- Parents and alumnae participate in a 'Working Lunch' programme, where professionals from a range of fields come into school to talk about their career and a STEAM club programme which also invites external speakers.
- Year 11 and the Sixth Form in particular benefit from meeting a great many professionals through our Speaker Programme (compulsory for Sixth Form), Working Lunch programme, Young Enterprise and Girls Are Investors challenge programmes.

Benchmark 3: Addressing the needs of each pupil.

- Every student in Year 9 and 11 is able to talk to a Futures adviser about their academic choices in an impartial manner. Year 11 have an individual interview with a careers advisor.
- Each pupil's Unifrog account follows them through their school career. Staff are gradually being trained to use Unifrog with every form group to keep records of engagement with activities and advice.
- Students can draw on the support of our alumnae network to ask for advice on universities and careers.

Benchmark 4: Linking curriculum learning to careers

- Individual subjects play a significant part in this, e.g. with scientists and authors invited into school during Science Week/World Book Day
- Departments will highlight progression routes for pupils in their subjects – the aim being every student, in every subject, every year.
- The school holds an annual TIPS week (Thinking Innovatively and Problem Solving) which allows students to develop skills the World Economic Forum has identified as being important, e.g. analytical and creative thinking, resilience and curiosity
- We are a school with a strong spirit of enterprise and our £10 challenge (run for the first time in 2024) saw participation from well over half the year group. The Tycoon programme also runs in Year 12 and we have an investment challenge for years 11-13. Our Enrichment programme for Years 10 and 11 also embeds entrepreneurial skills.
- Biennial Careers fair – this year we had a Science and Sustainability themed fair. As part of this all of Year 7 took part in a VR activity allowing them to see reef preservation in Thailand.
- Financial management is embedded into Life Skills

Benchmark 5: Encounters with employers and employees

All pupils will:

- Receive information on opportunities for workplace visits, work experience, enterprise activities, talks from professionals from a variety of workplaces, HE presentations through the Sixth Form and School Newsletter, specific societies like STEAM and year group presentations, assemblies, Life Skills and Enrichment programmes
- Attend a university visit/fair
- Attend a careers fair
- Have the opportunity to talk to a Futures adviser before they choose their A level options

Benchmark 6: Experiences of workplaces

- All pupils have access to information on work experience opportunities (both physical and virtual). These are advertised to students and their parents in our weekly newsletter and our Sixth Form Newsletter.
- Some work experience for students can sometimes be arranged through school where we have a connection. However, students are encouraged to find their own work experience opportunities and work experience takes place outside of term time.
- Many of the LVI have attended 'insight' days run by Girls Are Investors at different investment firms.
- All of the LVI and hundreds of students in other years take part in a volunteering programme run by our Outreach Dept where students volunteer at local schools, a refugee settlement and a charity for mentally disabled children as well as helping at the local food bank.

Benchmark 7: Encounters with Further and Higher Education

- All pupils will receive information and guidance on universities and university alternatives such as apprenticeships.
- All pupils will attend:
 - A careers fair
 - A Higher Education Evening in school
 - A Universities fair
 - Individual visits to universities
 - Over 20 in person visits to school from universities

Benchmark 8: Personal Guidance

All pupils will receive personal advice on universities and careers.

All Year 11 pupils will have an interview with an external careers advisor before they make A level choices.

All pupils will have at least one interview with a Futures advisor in Year 12.

Calendar of annual departmental/related events:

- Annual International Universities event where parents and students are invited to the school to find out more about applying to university in the US, Canada and Europe
- Higher Education evening, where parents and students are informed about applying to university in the UK
- Bi-ennial careers fair, where a large number of external speakers and exhibitors come to the school to talk to the girls about their jobs
- Science Week activities
- Book Week activities

- Whole school volunteering and outreach programme
- Medical school interview preparation for students applying to university to study medicine
- Annual Life Skills lessons and one to one interviews available for Year 11 students choosing A levels
- A meeting with an external careers advisor for every Year 11 student.
- A term's worth of enrichment sessions for post 18 preparation including HE applications, financial management, first aid, consent.
- An extensive Oxbridge preparation programme including presentations and mock interviews
- A day off timetable for Post 18 preparation in the summer term
- Attendance at 'Results Day' in August to assist students who do not meet university offers
- Attendance at TCMs in capacity as Head of Futures to talk to parents and girls about future career options
- A regular series of 'Working Lunches' where a range of speakers from universities and workplaces come to talk to small groups of the sixth form about their career path.
- A TEDx event held annually to develop student communication and presentation skills
- All students have access to Unifrog

Overview by year group:

Year 7

- 3-4 Life skills sessions on careers ranging from skills and interests, to 'dream jobs' and work-life balance. See Life Skills plan
- Clubs and Societies – Lunch 'N Learn (STEAM)
- £10 Young Enterprise challenge
- Volunteering – Christmas wrapping for local charity
- Virtual Reality Session – link to Biology and sustainable careers with 'Global Reef'
- TIPS week (Thinking Innovatively & Problem Solving)

Year 8

- 3 Life Skills sessions – rewards and challenges of work, creating the life that you want, defining success, a workplace speaker
- Clubs and societies; debating, STEAM, creative writing
- £10 Young Enterprise challenge
- Volunteering – visits to Katherine Low Settlement (refugee centre)

Year 9

- 4 Life skills sessions – GCSE Options, Managing Money, Labour Market & Skills
- Clubs and societies; debating, STEAM, creative writing
- TIPS Week
- Volunteering – visits to local food bank and KLS
- Investment Club on offer

Year 10

- Life Skills: financial awareness, types of careers, work environments, skills testing, at least 2 external speakers
- GAIN (Girls are Investors) Investment Challenge Competition
- Enrichment activities (one double lesson/week)
- Clubs and societies, STEAM club, Lunch 'n Learn

- Young Reporters Scheme

Year 11

- Extensive support and advice around A level choices
- Writing a CV, work experience opportunities, paid and volunteer work.
- One to one interviews on request to discuss A level options
- Clubs and societies
- Work experience opportunities advertised
- Volunteering – reading with local primary school children, food bank, KLS
- Girls Are Investors Challenge Competition
- Young Reporters Scheme

Sixth Form

- One to one interview to discuss future options
- Welcome to the Sixth form evening
- University preparation, job interview preparation, CV updating
- Higher Education Evening/US Universities information
- International university visits and student visits to university
- All sixth formers volunteer
- Enrichment electives programme including careers and futures section
- Working Lunch programme
- Compulsory Speaker programme every week
- Oxbridge & Medical School preparation
- TEDx day and video interview preparation
- Young Enterprise offered as Enrichment Elective
- Young Reporters Scheme

NB Many of the co-curricular clubs (e.g. Podcasting, Young Reporters, STEAM clubs also support careers exploration for students).

Departmental Health and Safety:

The Department follows the school's health and safety policy. This is a low risk Department.

Development Plan

- To further encourage students lower down the school to take part in work experience opportunities such as Take Your Daughter to Work day.
- To continue to try to meet the Gatsby Benchmarks more closely
- To improve monitoring of pupil engagement with opportunities presented to them (via the Unifrog platform).
- To continue to respond to pupil voice on evaluation of events.

Provider Access Policy

This policy sets out the school's arrangements for managing the access of providers to pupils at the school in order to give them information about the provider's education or training offer. This complies with the school's legal obligations under the Technical and Further Education Act 2017.

All pupils in Years 8-13 are entitled to find out about technical education qualifications and apprenticeship opportunities, to hear from a range of local providers about the opportunities they offer through events, assemblies and discussions, and to understand how to make applications for the full range of courses.

A provider wishing to request access should contact Caroline Wilkes, Director of Futures & Innovation, caroline.wilkes@fhs-sw1.org.uk.

Our programme is outlined above; please get in touch to identify the best opportunity for you.



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