

Collège Français Bilingue de Londres
("CFBL" or the "School")

CFBL Careers Education, Information, Advice and Guidance (CEIAG) Policy

Authorised by:	The Board of Governors of CFBL
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	School Website
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1. School Mission

The Collège Français Bilingue de Londres (CFBL) aims to provide a bilingual and bicultural education that nurtures the academic, personal and social development of every student. Our mission is to foster curiosity, confidence and ambition in a caring and inclusive environment, enabling our students to become active, responsible citizens of the world.

The careers education programme reflects this mission by preparing pupils to make informed, confident decisions about their future pathways, whether in the French, British or international systems. While the school's ethos is proudly bicultural, reflecting our bilingual French-English environment, the careers provision embraces a multicultural perspective, recognising the diversity of our school community and preparing students for success in an increasingly globalised world.

2. Aims and Objectives

The CEIAG programme at CFBL aims to:

- Equip students with the knowledge, skills and confidence to make informed choices about their education and career pathways.
- Provide personalised, impartial careers guidance to meet the needs of every student. - Support transitions within and beyond CFBL, including to French lycées, UK schools and international institutions.
- Promote equality of opportunity and raise aspirations for all students, including those with SEND.
- Integrate CEIAG across the curriculum and through dedicated events, PSHE and pastoral care.
- Ensure compliance with statutory requirements including the Gatsby Benchmarks and French national guidance.

Every student is entitled to high-quality careers education, information, advice and guidance. This entitlement is regardless of background, ability or future aspirations and includes access to up-to-date information, meaningful encounters with employers and guidance that supports each individual's personal development and transition planning.

3. The CFBL Context: A Bilingual and Bicultural Approach

CFBL students navigate two educational cultures. Our CEIAG policy bridges the UK and French systems:

- **French System:** Emphasis on early career planning through Parcours Avenir, use of ONISEP, “stages d’observation” and guidance via the French curriculum.
- **British System:** A focus on developing transferable skills, broad career exploration, personal guidance, and the use of UK-based platforms such as the National Careers Service and UCAS.

We aim to offer a holistic programme that ensures coherence between both systems, enhancing global awareness and employability.

4. Delivery of Careers Provision

Area	Provision
PSHE Programme	Careers topics delivered through a structured curriculum, (Gatsby 1)
ONISEP Resources	Available in the school library and through French subject lessons, supporting student research (Gatsby 2)
Folio IT Platform	Used to track student engagement, reflections and destinations planning (Gatsby 3)
Personal Guidance	One-to-one guidance offered from Year 9 onwards through tutors and the Careers Lead (Gatsby 8)
Careers Events	National apprenticeship Week, National Careers Week, Careers panels with Parents association, STEAM Week activities, universities’ visits, external speakers, and higher education fairs (Gatsby 5, 7)
Work Experience	Support for optional or compulsory “stage d’observation” in Year 10 or 3ème (Gatsby 6)
Library and Digital Platforms	Access to ONISEP, National Careers Service, and other careers tools such as Icould, O*NET, Prospect and UCAS (Gatsby 2 ,3)
Assemblies and Enrichment	Exposure to career role models, alumni talks, and cross-curricular projects, Francophone Science organization in London such as FERN-UK and British IESF (Gatsby 4, 5)

5. SEND and Inclusive Careers Guidance

CFBL is committed to ensuring that all students, including those with Special Educational Needs and Disabilities (SEND), receive high-quality, personalised careers guidance. We will:

- Ensure that CEIAG is fully inclusive and accessible to all learners.
- Work closely with the SENDCO and support staff to tailor guidance and activities to individual needs.
- Offer additional support for transition planning, including post-DNB pathways and external services.
- Encourage ambition and provide realistic, supportive advice for students with EHCPs or specific educational needs.

6. Staff Development

All staff are encouraged to contribute to CEIAG delivery through their roles as tutors, subject teachers or event organisers.

To support this:

- CPD (Continuing Professional Development) opportunities will be provided on careers education and guidance.
- Staff will be updated on CEIAG developments through briefings, INSET and resource sharing.
- Careers-related teaching resources will be made available to enhance curriculum delivery.
- The Careers Lead will work collaboratively with teaching and support staff to embed careers across the curriculum.

7. Alignment with the Gatsby Benchmarks

Gatsby Benchmark	CFBL Implementation
1. Stable careers programme	Delivered through PSHE, events, special assemblies and embedded across curriculum
2. Learning from career and labour market information	ONISEP, Labour Market Information (LMI), O*NET, UK-based platforms, parent talks
3. Addressing the needs of each student	Support for transitions to French/UK systems, personalised guidance, students have access to one-to-one CIEAG meeting
4. Linking curriculum to careers	STEAM Week, subject-led careers content, UN debate, journalist talk through world book day
5. Encounters with employers	Guest speakers, themed events such as National Careers Week and National Apprenticeship Week
6. Experiences of workplaces	French “stages”, job shadowing opportunities in Year 10
7. Encounters with further and higher education	University visits, alumni panels, use of Parcoursup and UCAS
8. Personal guidance	Tutor support and dedicated careers advice for students

8. Strategic Partnerships

We work in partnership with a range of organisations and individuals, including: -

- ONISEP (<https://www.onisep.fr>)
- STEM ambassadors
- Local businesses and professionals
- Alumni of CFBL
- Higher education institutions in the UK and France
- UCAS and National Careers Service
- London Enterprise Adviser Network (Careers Hub)
- Speakers for Schools and Start Platform

9. Monitoring and Evaluation

The CEIAG programme is regularly reviewed and evaluated by the Careers Lead in collaboration with the Senior Leadership Team. Evaluation methods include: - Student and parent feedback - Destinations data - Review of careers events and PSHE content - Alignment checks with both Gatsby Benchmarks and Parcours Avenir

10. Leadership and Contacts

- Principal: David Gassian
- Careers Lead: Jennifer Lok
- PSHE Coordinator: Agnes Brugeron
- SENDCO: Muriel Graczyk
- Librarian/CDI (ONISEP Resources): Lucie Percetti
- Contact: info@cdbl.org.uk

11. Strategic Priorities for 2025-28

- Provide stable careers programme to all students
 - Strengthen use of digital tools (e.g. ONISEP Digital, UK platforms, Folio)
 - Develop tracking system for student careers guidance and destinations
 - Strengthen careers support for SEND students and ensure smooth transition career plan with their college
 - Expand partnerships with universities and employers
 - Increase parental involvement and information-sharing
 - Achieve Quality in careers standards by 2028
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Appendices

A. Suggested Careers Curriculum Map (Years 7–10)

Year Group	Key Activities	Gatsby Benchmarks
Year 7 (6e)	Careers in subjects, alumni videos, PSHE: introduction to jobs	1, 2, 4
Year 8 (5e)	ONISEP use, soft skills development, “World of Work” sessions	1, 2, 3, 4
Year 9 (4e)	Individual guidance begins, employer talks, options planning	1, 3, 5, 8
Year 10 (3e)	Stage d’observation, higher education intro, STEAM Week	2, 5, 6, 7, 8

B. Useful Resources List

- ONISEP: <https://www.onisep.fr>
- National Careers Service: <https://nationalcareers.service.gov.uk>
- UCAS: <https://www.ucas.com>
- Icould: <https://icould.com/>
- O*NET: <https://www.onetcenter.org/overview.html>
- London Careers Hub (Mayor of London): <https://www.londoncareershut.org.uk>
- LMI for All: <https://www.lmiforall.org.uk>
- Start Platform: <https://www.startprofile.com>
- Speakers for Schools: <https://www.speakersforschools.org>
- Prospects: <https://www.prospects.ac.uk>

C. Student Career Journey Overview

Year 7–8: Introduce & Inspire (Awareness and Exploration in future pathway)

Year 9: Investigate & Explore (Preparation and Guidance in future pathway)

Year 10: Apply & Demonstrate (Experience and Decision-Making in future pathway)