

# ISLAND CAREERS PARTNERSHIP

England & Wales · Charity number 1196007

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2021-10-01

**Register** [View on the Charity Commission register](#)

## Contact

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Pondwell Hill  
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Isle Of Wight  
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**Website** [islandcareerspartnership.co.uk](http://islandcareerspartnership.co.uk)

## Activities

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**Objects:** 'TO ADVANCE IN LIFE AND RELIEVE THE NEEDS OF CHILDREN AND YOUNG PEOPLE ON THE ISLE OF WIGHT (THE ISLAND) UP TO THE AGE OF 25 THROUGH- PROVIDING A FORUM TO LINK AND PROMOTE A STRONG CONNECTION BETWEEN EDUCATIONAL INSTITUTIONS, THEIR TEACHERS, STUDENTS AND THE BUSINESS SECTORS ON THE ISLAND;- PROVIDING AN ISLAND WIDE HIGH QUALITY EMPLOYMENT PROGRAMME UNDERPINNED BY THE GATSBY BENCHMARK OF CAREER GUIDANCE.- PROVIDING ESSENTIAL RESOURCES FOR CAREER RELATED INFORMATION AND OPPORTUNITIES'.

**Activities:** During Covid the three Trustees have been maintaining links with island schools and businesses in order to start work as soon as restrictions and funding allow.

## Classification

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- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Children/young People, People With Disabilities

## Geography

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- Isle Of Wight

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£15,000	£12,350	-	-
2024-03-31	£16,000	£6,452	-	-
2023-03-31	£1,200	£0	-	-

## Trustees

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Name	Role	Appointed
<b>RICHARD WHITE</b>	Chair	2021-10-01
Diana Nicholson		2021-10-01
John Trotter		2022-08-22
NICHOLAS William Tomlison HAYWARD		2021-10-01

**ISLAND CAREERS PARTNERSHIP**

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# Accounts

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## 2024 Charity Commission Report

### Overview

2024 has been a significant and productive year for the Island Careers Partnership. We have continued to build momentum and strengthen our role in supporting effective links between education and business across the Isle of Wight, achieving a number of notable successes.

With our Administrator now in post for over a year, we have benefited from increased capacity, continuity, and operational focus. This has enabled important developments, including the successful Business and Education Summit, the launch of our website, improved communications, and more systematic engagement with both businesses and Careers Leads across the Island. Our work has directly supported the delivery of **Gatsby Benchmarks 2, 5 and 6**, and has led to growing recognition of ICP's role and increased collaboration with schools, employers, and partner organisations.

### Key Successes

#### **Engagement with Schools and Businesses**

- We have maintained a comprehensive business database covering a broad range of Island businesses across multiple sectors.
- We have developed relationships with these businesses and collected engagement information through structured questionnaires, identifying interest in work placements, apprenticeships, and support for school activities such as mock interviews.
- We have developed and maintained contacts across Island schools, including Head Teachers, Careers Leads, Heads of Year, pastoral staff, and other key personnel.
- We have assisted schools with enquiries regarding specific industry placements, event speakers, and apprenticeship opportunities.

#### **Marketing and Digital Development**

We have made significant progress in our communications and digital presence during the year:

- **Website:** We successfully launched our website, designed using feedback gathered from the Education and Business Summit. A key feature is the central



Island-wide careers and events calendar, intended as a shared resource for schools, businesses, and partners. We continue to work on raising the profile of this calendar and encouraging its use.

- **Newsletters and News Flashes:** Regular newsletters now run alongside shorter, timely news flashes to communicate both strategic updates and immediate opportunities to Careers Leads and other education partners.
- **Social Media:** We have increased our social media presence, improving visibility, promoting events and opportunities, and strengthening engagement with stakeholders across the Island.

### Meetings, Forums, and Engagement

- We continued to attend the **Professional Careers Forum**, held quarterly by the Solent Partners Careers Hub, providing opportunities to share information and influence career-related initiatives.
- Trustees attended over **30 meetings and events** during the year, often with multiple representatives present, including:
  - Isle of Wight Business Chamber Expos
  - Isle of Wight Technology Group meetings
  - Island Chamber of Commerce networking events

### Specific Support Provided

- We assisted schools including HTP, the Sixth Form College, Ryde School, The Free School, and Medina College with mock interview events.
- We supported Ryde School in showcasing legal careers for sixth formers.
- We worked with BAE Systems to promote the Roving Robot campaign and apprenticeships on the Island.
- We helped launch an annual Island Schools Debating Challenge for local schools.
- We represented ICP on the Isle of Wight Skills and Employment Board, reporting to the Economic Strategic Board.
- We participated in the selection process for the new Principal of Isle of Wight College.
- We linked The Talent Tap charity to local Island charities to increase awareness of opportunities and support fundraising activities.
- We continued ICP's presence at the annual Island Careers Fair hosted at Medina Leisure Centre.
- We supported the Oxford University Mentoring Scheme by liaising with schools and providing relevant contacts.



## Events

### **High Sheriff's Mock Trial Competition 2024**

The Mock Trial Competition took place on **Saturday 7 December 2024** at Newport Crown Court, with seven schools participating. Ryde School emerged as the winner, and all students demonstrated exceptional skill and enthusiasm. We visited schools in advance to encourage participation, explain the process, and provide guidance.

The competition continues to generate strong enthusiasm among schools, helping students develop confidence, public speaking and analytical skills, and practical insight into the legal profession. Since its inception in 2012, thousands of students have taken part, with approximately 70 going on to pursue careers in law.

### **Business and Education Summit 2024**

The Business and Education Summit took place on **3 July 2024** at Building 41 in Cowes. Careers Leads and Sixth Form Heads from Island schools and colleges attended alongside invited representatives from local businesses, for a focused morning of discussion and collaboration.

We delivered the summit with support from the Solent Partners Careers Hub and pro bono facilitation from Maureen O'Flynn. The event enabled education and business to better understand each other's challenges, celebrate successes, and identify areas for improvement.

The information we gathered was collated into a **development plan**, setting out key priorities and actions. We were very pleased with the outcomes, which included:

- Launch of the dedicated ICP website
- Establishment of a central Island-wide careers and events calendar
- Continued progress towards a functioning, accessible database of businesses for use by schools in careers activities

These actions provide a strong foundation for ongoing engagement and planning, and we intend for the summit to become an annual feature.

## Conclusion

Having a dedicated Administrator in post has significantly strengthened the work of ICP. The development of our database, newsletters and news flashes, social media presence, and liaison with schools, businesses, and other partners has been



The Island Careers  
Partnership



enormously beneficial. The Administrator brings knowledge and expertise that complements the trustees' skills, enabling us to focus on strategic activity.

This enhanced capacity has allowed us to provide a more effective bridge between education and business across the Island, improving students' understanding of career opportunities, enriching their experience of the world of work, and helping to raise aspirations.

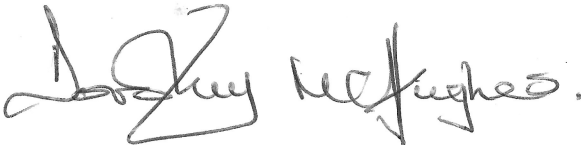
**ISLAND CAREERS PARTNERSHIP**

**Profit and Loss Account for the year to 31st March 2025**

	<b>2025</b>		<b>2024</b>
	<b>£</b>		<b>£</b>
Grant	9000		15000
Donations	6000		1000
	<u>15000</u>		<u>16000</u>
<b>Less Expenses:</b>			
Administration	8519	5887	
Office expenses	3346	157	
Meeting expenses	243	216	
Subscription	192	192	
Accountancy	50	0	6452
	<u>12350</u>	<u>6452</u>	
Profit for the year	<u>2650</u>		<u>9548</u>

Prepared from documents and information provided by the Trustees.

Dorothy M C Hughes

  
30/5/25.

**ISLAND CAREERS PARTNERSHIP**

England & Wales - Charity number 1196007

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# Accounts

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## OVERVIEW

We have had a successful year at the Island Careers Partnership. We appointed Anna Tautz from a large number of applicants, and she started work in early July 2023. She is proving to be a very valuable member of the ICP Team. As well as facilitating the attendance of the trustees at many events and meetings (see further below), she has also worked on the following:

### Database;

- building a comprehensive business database, entirely from scratch. Over the last 10 months it has amassed over 800 business listings.
- working to build relationships with these businesses and recording information from a questionnaire to establish how involved they would like to be, whether they offer work placements or apprenticeships and whether they would be keen to support schools in mock interviews and similar events. She has ensured that we have contacts for a range of businesses across the different sectors. This is a long term and ongoing task.
- developing contacts for each of the schools across the island including the contact details for Head Teachers, Careers Leads, Heads of Year Groups, Pastoral Staff and others.

### Schools Enquiries;

- Assisting with enquiries from schools looking for help such as specific industry placements, event speakers, or apprenticeship opportunities.

### Marketing;

- working on building a brand identity for ICP. As part of this, she has designed our branded newsletter and our 'news flashes' in Mail Chimp. Our first newsletter was distributed to over 500 people and had a high opening rate. The shorter "News Flash" style newsletter pushes out information to careers leads and other educational partners about time sensitive news and events.
- beginning to build a social media profile for ICP and working with web designers to develop a website, which we will be live in Mid-June.
- working with the Solent Partners Careers Hub to develop a central events calendar for the Island, containing careers conferences and other relevant events, so there is one place where all relevant information can be found and shared.

## OVERVIEW OF ACTIVITIES

We have been continuing our work to provide a bridge between education and business to ensure that all young people in the Isle of Wight have a thorough understanding of career possibilities which are available to them, addressing in particular the Gatsby Benchmarks 2, 5 and 6.

### ICP Meetings



We have held two of our regular ICP Zoom meetings with speakers from business and education. Whilst these have been successful it has become more difficult to set dates for these events when all Career Leads can attend. We have accordingly paused these events. To boost our relationship with schools further, we have allocated schools amongst the trustees and have been visiting the Careers Leads across the Island. This has allowed us to better understand the challenges facing them and ensure that they are fully informed and aware of what help is available and where to come for help when it is needed.

We also attend the Professional Careers Forum which takes place quarterly and is run by the Solent Partners Careers Hub and most Careers Leads from the schools and colleges and others attend. This provides a good opportunity to hear what events are being planned and to feed in to those discussions and plans.

#### External Meetings.

The trustees have attended over 40 meetings and events during the course of the year often with more than one trustee attending. These meetings and events include:

- Attending the Isle of Wight Business Chamber Expo and taking away 16 new business contacts;
- attending the Isle of Wight Technology Group meetings and discussing the promotion of apprenticeships;
- meeting with Hampshire County Council seeking to create a KS4 alternative provision including extended employer engagement and essential skills programme for students close to permanent exclusion;
- judging the Solent Maritime Awards and engaging with many contacts in the Maritime Industry;
- attending several Island Chamber of Commerce networking meetings and speaking at those events;
- attending and speaking at an Inclusive Island event;
- meetings with the Isle of Wight and Hampshire LEP and with the Isle of Wight Council.

#### Specific support given:

- Helping the Free School to find interviewers for its' mock interview event.
- Carrying out interviews – at the Free School event and at the Carisbrooke and Medina College events.
- Passing on contacts as requested to St. Catherine's School to provide 5 placements.
- Directly helping a prospective Oxford law student at Christ The King at the Headmaster's request.
- Linking The Talent Tap (a mainland charity which has similar objectives and operates in a similar way to "Career Ready") to local Island charities to help them with their fundraising run and enabling the opportunities which they offer to be better known on the Island.
- Engaging in numerous meetings and discussions to help set up a new Island Schools Debating Competition which will take place on 14<sup>th</sup> June at which there will be 90 Island students participating – and we will be engaged in adjudication.



- Providing assistance to those engaged in the Oxford University Mentoring Scheme. This involved numerous exchanges with those starting the Scheme on the Island, contacting schools and passing on appropriate contacts.
- Informing all Career Leads by Newsflash of the wish of UCAS to meet heads and Career Leads of Island schools in a short timeframe to explore the possibility of UCAS holding a UCAS Discovery event on the Island. A copy of the Newsflash is attached. The outcome was swift and successful – a letter from Jaqui Terry of UCAS is included in the bundle of testimonials.

#### Events;

- Open for Business

This event took place on the 23<sup>rd</sup> March and was run by Solent Partners Careers Hub, Isle of Wight College, HTP Apprenticeship College and the ICP.

The event involved numerous businesses on the Island opening their doors to students and families to provide free talks, tours, immersive experiences in different fields to inform and inspire students. Whilst questionnaire response analysis is awaited it appears that attendance was around 150 and was well received. It is intended that this will become an annual event.

- The High Sherrif's Mock Trial Competition

The Competition took place on Saturday the 9<sup>th</sup> December 2023 following a demonstration day on the 11<sup>th</sup> November. Ten schools took part, (there are 16 pupils in each team) and the event was a tremendous success and covered in the local press. In preparing for the event trustees (and two other supporters) carry out many visits to the schools to speak to the teachers and the pupils to encourage participation, explain what is involved and give guidance in preparation. There is real enthusiasm among schools to take part and a recognition of the value of taking part in the event. The challenge is recognised as helping students to speak confidently, improve their vocabulary, and to gain direct experience and a useful understanding of the roles of the professions involved in the law.

Over the lifetime of the competition around 1400 students have taken part and at least 40 have taken up some level of career in the law.

- The ICP Business and Education Summit

ICP are holding this event 3<sup>rd</sup> July 2024 at Building 41 in Cowes, and it is planned that attendance will be 15 Career Leads and 6<sup>th</sup> Form Heads, and around 30 personally invited business representatives for a morning meeting. It is being created and run by ICP with the active support of the Solent Partners Careers Hub. There have been numerous planning meetings and help and guidance is being provided free of charge by the very able and experienced international facilitator Maureen O'Flynn. The objective is to enable education and business to understand each other's difficulties, to celebrate what has gone well and to improve provision for the future, seeking to make progress towards building an Island plan for



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employer engagement in all secondary and tertiary education. It is our intention that this should become an annual event.

## CONCLUSION

Having someone in post has elevated the work we do. The development of the database and the newsletter, sending newsflashes, setting up social media presence, liaising with schools, businesses and others on our behalf has been enormously helpful. Our Administrator brings knowledge and expertise to ICP which the trustees do not have and has enabled the trustees to carry out more activity in trying to provide an effective bridge between education and business in the Island to improve the experience, understanding and knowledge of business which is available to students and to raise their aspirations.

1196007  
ISLAND CAREERS PARTNERSHIP  
Balance Sheet as at 31st March 2024

	2024	2023
	£	£
Fixed Assets		
Laptop	499	0
Current Assets		
Cash at bank	10669	1200
<b>Total Assets</b>	<u>11168</u>	<u>1200</u>
Less Current Liabilities		
Creditors and Provisions	420	0
<b>Net Assets</b>	<u>10748</u>	<u>1200</u>
Capital and Reserves		
Opening Balance	1200	0
Profit for year	9548	1200
<b>Shareholders Funds</b>	<u>10748</u>	<u>1200</u>

ISLAND CAREERS PARTNERSHIPS

Profit and Loss Account for the year to 31st March 2024

1st Floor House, 67 Solway Avenue, East Green, Island, Manx, IM11 4ND

	2024		2023
	£		£
Grant	15000		0
Donations	<u>1000</u>		<u>1200</u>
	16000		1200
Less Expenses:			
Administration	5887		0
Office expenses	157		0
Meeting expenses	216		0
Subscription	<u>192</u>	6452	<u>0</u>
			0
Profit for the year	<u>9548</u>		<u>1200</u>

Prepared from documents and information provided by the Trustees.

Dorothy M C Hughes

**ISLAND CAREERS PARTNERSHIP**

England & Wales - Charity number 1196007

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# Accounts

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**Island Careers Partnership  
Notes to the Abridged Accounts  
for the period from 5 April 2022 to 31 March 2023**

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. All other leases are classified as operating leases. The rights of use and obligations under finance leases are initially recognised as assets and liabilities at amounts equal to the fair value of the leased assets or, if lower, the present value of the minimum lease payments. Minimum lease payments are apportioned between the finance charge and the reduction in the outstanding liability using the effective interest rate method. The finance charge is allocated to each period during the lease so as to produce a constant periodic rate of interest on the remaining balance of the liability. Leased assets are depreciated in accordance with the company's policy for tangible fixed assets. If there is no reasonable certainty that ownership will be obtained at the end of the lease term, the asset is depreciated over the lower of the lease term and its useful life. Operating lease payments are recognised as an expense on a straight line basis over the lease term.

## **2 Trustees Report**

This is the end of an exciting first year which comes with Island wide recognition of what the ICP is aiming to achieve strengthening the links between business and education, giving support to the career leads whilst inspiring students into realistic and sustainable career paths.

We have been working with sector groups so as to ensure all parties are working together to improve employment knowledge. So we now meet regularly with the IW Tech Group, The Professional Career Leads Forum, IW Chamber of Commerce. Whilst we work and support all the career leads in the secondary schools, it's important that the heads are also aware of our aims and objectives. To that end we have now met 6 out of 8 heads. These meetings have proved extremely productive, helpful to those 3 new in post, creating important dialogue between all. We really understand the tight timetables and lack of time schools operate under and these sessions help to improve a mutual respect to the benefit of all.

We hold quarterly zoom meetings with 3 businesses giving 10 minute presentations with an academic bias, to career leads, business, local authority, LEP, CEC, training providers and any other interested parties. These events offer great opportunities for career support, for example Platform One, a college specialising in high quality education for the creative industry, really keen to reconnect with schools after the separation caused by covid and explaining the enormous variety of courses not only in music but also social media, building websites and IT skills.

Teemill, a company involved in sustainable printing on demand software, keen to involve young people and looking for student engagement and site visits.

Involvement with other similar providers is really important so as to give strength to career opportunities by close collaboration. We meet with EdWise, a charity improving life chances for young people and are supporting their Young Enterprise competition.

**Island Careers Partnership**  
**Registered number:**  
**Abridged Balance Sheet**  
**as at 31 March 2023**

1196007

	Notes	2023 £	2022 £
<b>Current assets</b>			
Cash at bank and in hand	1,200	-	-
<b>Net current assets</b>	-----	1,200	-----
<b>Net assets</b>	-----	<u>1,200</u>	<u>-----</u>
<b>Capital and reserves</b>			
Profit and loss account		1,200	-
<b>Shareholder's funds</b>	-----	<u>1,200</u>	<u>-----</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

The members have agreed to the preparation of abridged accounts for this accounting period in accordance with Section 444(2A) of the Companies Act 2006.

Richard White  
 Director

Approved by the board on 31 March 2024