



St John's Primary School

Careers Policy

Introduction

Careers education, information, advice and guidance (CEIAG) is developing part of the support we offer to students at St John's Primary school. This policy sits alongside our personal, social, health education curriculum offer.

Our effective careers support will help pupils:

- in the short term to become self-assured, confident and optimistic about their futures –becoming motivated and inspired to learn;
- develop the resilience to take calculated risks, dealing appropriately with disappointments, set-backs and challenges;
- to prepare for the opportunities, responsibilities and experiences of life;
- to make decisions and manage transitions as learners and workers.

As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and skills they need to make informed choices for their future. As a result, the careers programme is designed to complement the rest of the school curriculum.

This policy sets out how career activities are delivered at school and explains what students, parents/carers, staff and governors can expect from the careers programme.

Our aims are:

- To aspire children to think of the future, increasing aspiration for all
- To develop and encourage a sense of ambition towards a future career
- To understand the basic skills and attitudes needed to be successful in the world of work
- To provide high quality information from a wide variety of sources –curriculum lessons, PHSE lessons, Redstart financial education sessions, specific career sessions and visitors from a variety of careers
- To challenge all forms of stereotype (by background, gender or diversity groups) and preconceptions.
- To develop self-evaluation skills and make plans for the future
- To increase knowledge of post 11 and post 16 opportunities
- To understand employment-related vocabulary

At St John's, we follow the principles of the Gatsby Benchmarks. The objectives for the careers programme are as follows:

- helping students to understand the changing world of work
- facilitating meaningful encounters with employers for all students

- supporting positive transitions
- enabling students to develop the research skills to find out about opportunities
- helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work/ next stage of education
- encouraging participation in continued learning, including further and higher education and apprenticeships
- supporting inclusion, challenging stereotyping and promoting equality of opportunity
- contributing to strategies for raising achievement, particularly by increasing motivation.

Student's entitlement:

All students are entitled to be fully involved in an effective CEIAG programme. All year groups will cover careers objectives through the personal, social, health education and through the Redstart programme.

Students are encouraged to take an active role in their own career development, so the careers programme emphasises student participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time here, students will:

- access up-to-date and unbiased information on future learning and training, careers and labour market information
- receive support to develop the self-awareness and career management skills needed for their future
- take part in career lessons covering options after school, the job market and the skills needed for the future through the curriculum topics
- have meaningful encounters with representatives from the world of work; this could be through work experience, National Careers Week activities, assemblies, careers talks (in or outside lessons), projects and visits
- hear from a range of education and training providers, including colleges, universities and apprenticeship organisations; this could include visits and taster days, as well as assemblies talks and meetings at school
- have the opportunity to relate what they learn in lessons to their life and career beyond school
- be given the opportunity to talk through their career and educational choices with staff and their peers
- be asked their views about the information they have received to ensure that the service continues to meet the needs of the students.

Careers education and skills

The content of the taught careers education programme is based around the learning outcomes outlined in the CDI Careers Framework:

www.thecdi.net/New-Career-Development-Framework

Skills to be developed:

Resilience; responsibility; accountability; aspiration; cooperation; self-motivation; confidence; self-assurance; self-assessment; well-informed; entrepreneurial mind set; achieving full potential.

Management and staffing

A named teacher is responsible for taking a strategic lead and direction for careers work in the school.

Employer links

Links with employers, businesses and other external agencies continue to grow through the Redstart contact; developing links with local secondary, college and university; by building on local community connections; as well as through the support of the Local Authority Career Advisors

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