



CROXBY PRIMARY SCHOOL

Careers Policy

Effective Date: April 2025

Date of minuted / review approval by the Board of Governors: April 2025

Review Committee: Governing Body

Review Date: April 2027

Statement of intent:

At **Croxby Primary School**, our curriculum is designed so that our children are leaders of their own learning, believe in themselves and their abilities. They set aspirational goals and aim to be the best they can be. We believe that early careers education allows our children to widen their horizons, challenge stereotypes, and take their first steps in unlocking their potential. Through an embedded primary careers curriculum, children learn a variety of key skills, develop a strong work ethic, and encourage resilience. They learn about the world of work, and the things which may be expected of them as they grow into adults, while developing their understanding of a range of different pathways and careers available to them.

The CDI Career Development Framework, alongside the Careers Education, Information, Advice and Guidance (CEIAG), formulates the careers curriculum which we offer to learners at Croxby Primary School as part of our “beyond statutory” Curriculum.

The objectives outlined in the CDI Framework cover 6 main areas:

1. **Grow throughout life**
2. **Explore possibilities**
3. **Manage career**
4. **Create opportunities**
5. **Balance life and work**
6. **See the big picture**

We work to meet these objectives by:

- Encouraging children to make links to their future possibilities in all aspects of their wider curriculum through our core school values of **‘Work Hard, Be Kind and Aim High’**

- Helping learners to understand the changing world of work
- Facilitating meaningful encounters and experiences with rich and varied employers for all learners
- Supporting positive transitions into the next steps of education
- Enabling learners to develop the research skills to find out about opportunities, careers, and different pathways
- Helping learners to develop the skills, attitudes, and qualities to make a successful transition into the world of work or the next stage of education
- Developing children's understanding of employability skills and developing their ability to self-reflect on their strengths that will support them as they move towards the future
- Supporting inclusion, challenging stereotyping, and promoting equality of opportunity
- Contributing to strategies for raising achievement, particularly by increasing motivation

Learner's Entitlement:

All learners are entitled to be fully involved in an effective CEIAG programme. All year groups will cover careers objectives through the Personal, Social, Health Education (Set for Success) package, as well as through carefully selected enrichment opportunities woven into our Croxby Curriculum.

All classes will be given opportunities to discuss various careers with a wide range of visitors, broadening horizons, and allowing children to develop their understanding of different careers available to them. Learners are encouraged to take an active role in their own career development, with a focus on personal growth; learning about careers and the world of work; and developing career management and enhancing key employability skills.

During their time here, learners will:

- Understand that everywhere is a workplace
- 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
- The whole school will learn about the world of work, the job market, and the skills needed for the future through other curriculum topics and applying for leadership roles within the school
- Meaningful encounters with representatives from the world of work; this could be through curriculum study, assemblies, careers talks (in or outside lessons), projects, and education visits
- Hear from a range of education and training providers, universities which 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
- Have the opportunity to talk through their career and educational choices with staff and their peers

Employer Links

Links with employers, businesses, and other external agencies continue to grow by developing connections with local secondary schools, colleges, and universities; by building on local community connections; as well as through the support of the Local Authority Career Advisors and the Primary Futures scheme.

Inclusion and Equal Opportunities

We believe that all children irrespective of background, race, gender and capability should have equal access to the curriculum as stated in each curriculum policy. The school makes every effort to respect and reflect pupils' religious beliefs and take community views into account when teaching about next steps in their education and potential careers.

Monitoring and Evaluation

When monitoring the success of the careers programme, the school considers formal and informal measures, qualitative and quantitative data, and both hard and soft outcomes for learners.

The careers programme is evaluated in a number of ways, including:

Student feedback on their experience of the careers programme and what they gained from it

- Staff feedback on curriculum development
- Gathering informal feedback from external partners and from parents