



## **Rationale**

*“An education that builds literacy and numeracy but omits essential skills leaves 18% of the population with an above-average education level and yet a very low essential skill score. This group has the worst job satisfaction, life satisfaction, and sense of their life being worthwhile. They also earn much less than their peers.”* CDI – Career Development Institute

At Bury and Whitefield Jewish Primary School, our curriculum is designed so that our children learn more and see more so that they can be more. We believe that careers education allows our children to widen their horizons, challenge stereotypes and take their first steps to unlocking their potential. Through an embedded careers curriculum, children learn a variety of key skills, develop 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 and they develop their understanding of a range of different pathways and careers available to them.

The CDI Career Development Framework has been used to formulate our curriculum.

## **Six Key Strands**

Careers education is woven throughout school life and taught in an age-appropriate, engaging way. Learning is built around six key strands, and each year group focuses on the six areas over a two-week cycle.

- **Aspirations** – encouraging children to aim high and believe in their potential
- **World of Work** – learning about a wide range of jobs and careers
- **Skills for the Future** – developing teamwork, communication, resilience and problem-solving
- **Pathways and Routes** – understanding that there are different ways to reach career goals
- **Encounters and Experiences** – meeting visitors, taking part in workshops and real-life experiences
- **Self-Awareness** – reflecting on strengths, interests and achievements

## **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 value of curiosity
- helping students to understand the changing world of work

- facilitating meaningful encounters and experiences with rich and varied employers for all students
- supporting positive transitions into next steps of education
- enabling students to develop the research skills to find out about opportunities, careers and different pathways
- helping students to develop the skills, attitudes and qualities to make a successful transition into 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

### **Student's entitlement:**

All year groups will cover careers objectives through the Personal, Social, Health Education, through our Wider world curriculum and through bespoke enquiry questions that are woven in to our Bury and Whitefield Jewish Curriculum. All classes will be given opportunities to discuss various careers with a range of visitors, to broaden horizons and allow children to develop their understanding of different careers available to them. Careers learning is further enhanced through enrichment opportunities, including a biennial Careers Marketplace, which enables parents, carers and members of the local community to share their own career experiences. In addition, careers-related visitors are invited into school where meaningful links can be made to curriculum subjects, and educational visits and trips are planned to help pupils experience the workplace and wider world first-hand. A dedicated Careers Week also provides focused opportunities for pupils to deepen their understanding of careers, challenge stereotypes and raise aspirations.

### **Parental and Community Engagement**

We actively engage parents, carers and the local community as partners in careers education through events, workshops and contributions to learning.

### **During their time here, students will:**

- access up-to-date and unbiased information on future learning, training and careers

- receive support to develop the self-awareness and career management skills needed for their future
- the whole school 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 school
- meaningful encounters with representatives from the world of work; this could be through curriculum study, assemblies, careers talks, projects and education visits
- 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

### **Leadership and Responsibility**

The Careers Leader – Mrs M Kobak, is responsible for coordinating the careers programme, monitoring provision and liaising with staff, governors and external partners. All staff contribute to delivery through the curriculum.

### **Monitoring and Impact**

When monitoring the success of the careers programme, the school considers the outcomes of lessons, feedback from children and feedback from families. Impact is evaluated through pupils' ability to articulate aspirations, challenge stereotypes and make links between their learning and future pathways, alongside pupil voice and feedback.

### **Links to Other Policies**

This policy should be read alongside the PSHE, Equality and SEND policies.

### **Review**

This policy will be reviewed at least every two years.