Careers Guidance

Approved: November 2024

To be reviewed: November 2025

Statement of intent

The main aims of careers provision at Raddlebarn Primary School are to:

• Prepare pupils for life post-education.

• Develop an understanding of different career paths and challenge stereotypes.

• Develop an understanding of the differences between school and work.

• Inspire pupils to chase and achieve their dreams.

• Offer targeted support for vulnerable and disadvantaged young people.

• Instil a healthy attitude towards work.

1. Roles and responsibilities

1.1. The governing board is responsible for:

- Ensuring that arrangements are in place to allow education and training providers to access all pupils and inform them about future education and career options at an age-appropriate level.
- Ensuring that careers guidance is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option.
- Ensuring that, where applicable, the guidance includes information on the range of education or training options, including apprenticeships and technical education routes.
- Ensuring the Careers Policy does not discriminate on any grounds, including but not limited to: ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- Handling complaints regarding this policy as outlined in the school's complaints procedure.
- Providing clear advice and guidance to the headteacher on which they can base a strategy for careers education and guidance.

1.2. The Headteacher and Curriculum Lead are responsible for:

- Managing the provision of careers information.
- Liaising with the PSHE leader and other subject leaders to plan careers education in the curriculum.
- Providing pupils with effective careers guidance and supporting social mobility by improving opportunities for all young people.

- Organising events, visits or visitors for pupils and actively promoting the careers service in-house, presentation days, assemblies.
- Creating a learning environment that allows and encourages pupils to tackle real life challenges, manage risks and develop skills that can be applied to the workplace.

1.3. To support social mobility, the school will work to raise pupils' aspirations and tackle stereotypical assumptions and gender stereotypes (including possible opportunities to talk to employees who work in non-stereotypical jobs to raise awareness of the range of careers available).

2. Addressing the needs of pupils

2.1. The school's careers programme will aim to raise the aspirations of all pupils whilst being tailored to individual needs. The programme will inform pupils of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.

2.2. All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure pupils from all backgrounds, gender and diversity groups, and those with SEND, can consider the widest possible range of careers.

2.3. The school will ensure that visitors act as role models to inspire pupils and encourage aspirational aims.

2.4. Within lessons teachers can find out individual pupils' aspirations. Feedback can then be used to create careers guidance and experience that will be tailored to pupils needs based on their own aspirations and abilities.

2.5. The school will build partnerships with businesses and other employers, employment services, and disability and other voluntary organisations

3. Curriculum

3.1. The school will work to encompass careers education into subjects across the curriculum. All teachers will be asked to support the career development of young people in their role and through their subject teaching.

3.2. The school will engage with local employers, businesses and professional networks, inviting visiting speakers, as appropriate.

3.3. The school will provide events to support career choices and aspirations.

4. Monitoring and review

This policy will be reviewed on an annual basis.