Backworth Park Primary School

Careers Guidance Policy

Vision and Rationale

At Backworth Park Primary School, we are committed to providing high-quality careers education that raises aspirations, develops ambition and prepares pupils for the opportunities and experiences available in later life.

The future opportunities available to children continue to become increasingly complex and varied. It is therefore vital that we support our pupils to develop the knowledge, skills, understanding and personal attributes required to make informed choices about their future education, training and careers.

Through our stimulating and engaging curriculum, we link learning to the wider world and introduce career-related learning from Nursery onwards. By integrating careers education throughout our curriculum, children become aware of the many opportunities available to them and begin to understand how their interests, talents and aspirations can shape their futures.

Children at Backworth Park Primary School are encouraged to think about their futures and how they can positively contribute to the world around them. Through our school vision of' READY', pupils understand that they can aspire to a wide range of opportunities and careers regardless of their background, gender, ethnicity or ability.

We aim to provide pupils with an understanding of where their skills and attributes can take them throughout the next stages of their education and into future employment.

Although careers education and guidance is not statutory in primary schools, our policy is based upon and follows the principles outlined within the Careers guidance and access for education and training providers statutory guidance published by the Department for Education. [gov.uk.]

This guidance refers to:

- Education Act 1997
- Education and Skills Act 2008
- School Information (England) Regulations 2008

Our careers education programme takes account of the updated Gatsby Benchmarks, reviewed in 2024 and adopted within Department for Education guidance from September 2025. Whilst originally developed for secondary and post-16 settings, they provide a valuable framework for developing high-quality careers education in primary schools.

Aims

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

- Prepare pupils for life beyond education.
- Develop an understanding of different career pathways and challenge stereotypes.
- Develop an understanding of the differences between school and work.

- Inspire pupils to pursue their ambitions and fulfil their potential.
- Offer targeted support for vulnerable and disadvantaged pupils.
- Promote positive attitudes towards learning and work.
- Raise aspirations and broaden horizons.
- Help pupils understand the relationship between education, skills and future opportunities.
- Develop employability skills such as communication, resilience, teamwork, creativity and problem-solving.

How We Will Deliver It

The school will work to embed careers education and guidance across the curriculum. All teachers and subject leaders will support pupils' career development through their teaching and subject leadership.

We will do this through:

- Embedding career-related learning throughout our curriculum.
- Linking careers to everyday learning experiences.
- Career-focused assemblies.
- Careers displays throughout school.
- Inspiration for Aspiration Days.
- Conducting surveys to identify pupils' interests, aspirations and ambitions.
- Signposting pupils and parents/carers towards opportunities linked to their aspirations.
- Visits and presentations from a range of employers, industries, professionals, colleges and universities.
- Exploring the personal qualities, skills and attributes needed to pursue a career.
- Celebrating diverse role models from a variety of sectors and backgrounds.
- Providing meaningful encounters with employers and employees wherever possible.
- Helping pupils understand the changing world of work.
- Challenging stereotypes through career-related learning.

The results of pupil surveys will help shape careers education activities and experiences tailored to pupils' needs, interests, aspirations and abilities.

The school will ensure that visitors act as positive role models who inspire pupils and encourage high aspirations.

Our careers education programme will inform pupils of the wide range of opportunities available to them, encouraging them to aim high and make choices that support their ambitions and interests.

At Backworth Park Primary School, we are committed to challenging stereotypes and ensuring that a diverse range of careers and pathways are represented. We will help pupils understand that career choices should never be limited by gender, disability, ethnicity, religion or socio-economic background.

Inclusion: A Curriculum for All

Equal Opportunities

We believe that all children, irrespective of background, race, ethnicity, religion, gender, disability, social circumstance or ability, should have equal access to careers education and the wider curriculum.

The school makes every effort to respect and reflect pupils' religious beliefs and cultural backgrounds and to take community views into account when teaching about future aspirations, educational pathways and careers.

We are committed to ensuring equality of opportunity and encouraging every child to achieve their full potential.

SEND

We expect that the majority of pupils with Special Educational Needs and Disabilities (SEND) will access the same careers programme as their peers, with reasonable adjustments and additional support provided where required.

Careers education will be adapted where appropriate to ensure that all pupils can participate fully and access the opportunities available.

Our Careers Lead may invite adults with disabilities and additional needs to share their experiences and advice, providing positive role models and helping pupils understand the wide range of pathways available to everyone.

Resources

A variety of resources and websites are used to support the teaching of careers education within the primary phase.

These include:

- The Career Development Framework Handbook for Primary Schools available through the Career Development Institute (CDI).
- Resources from the Careers & Enterprise Company.
- Career-related lesson plans, videos and classroom activities.
- Labour market information and age-appropriate careers resources.
- Curriculum-linked career learning materials for Early Years, Key Stage 1 and Key Stage 2.

These resources support staff in delivering engaging and meaningful career-related learning experiences that help pupils develop aspirations and understand future opportunities.

Community Links

We actively seek to develop strong links within our local community to enhance pupils' understanding of the world of work and future opportunities.

One of the key ways we achieve this is through our annual Inspiration for Aspiration Day, where pupils have the opportunity to learn about a wide variety of careers from members of our local community and professionals from across the wider Tyneside area.

We will continue to build relationships with:

- Local employers and businesses.
- Community organisations.
- Colleges and universities.
- Apprenticeship providers.
- Public services.
- Voluntary and charitable organisations.
- Parents and carers willing to share career experiences.

These partnerships help broaden pupils' horizons and raise aspirations.

Roles and Responsibilities

The Governing Body

The Governing Body will:

- Ensure details of the school's careers programme and the name of the Careers Leader are published on the school website.
- Ensure arrangements are in place to meet the requirements of the Baker Clause where appropriate.
- Monitor the effectiveness of careers provision within the school.

Headteacher

The Headteacher will:

- Support the careers programme.
- Support the Careers Leader in developing and implementing the school's strategic careers plan.
- Develop links with employers, education and training providers, and careers organisations.
- Ensure careers education remains a priority within the wider curriculum.

Careers Leader.

The Careers Leader will:

- Take responsibility for developing, implementing, monitoring and evaluating the school's careers programme.
- Plan and manage careers-related activities.
- Support teachers to build careers education into subjects across the curriculum.
- Establish and develop links with employers, education and training providers.
- Monitor the impact of careers provision on pupils' aspirations and engagement.
- Ensure careers education remains inclusive and accessible for all learners.

The Gatsby Benchmarks

The Gatsby Benchmarks provide a framework for world-class careers guidance. The benchmarks were reviewed and updated in 2024 to ensure they continue to reflect changes in education and the labour market whilst maintaining the same eight benchmark areas. [gatsbybenc...rks.org.uk]

1. A Stable Careers Programme

Every school should have a planned and progressive careers programme that is supported by senior leaders, understood by staff and regularly reviewed. The programme should be published on the school website and accessible to pupils, parents/carers, governors and employers.

2. Learning from Career and Labour Market Information

Pupils should have access to age-appropriate information about future learning opportunities, careers and labour market trends to help them understand how education, skills and qualifications influence future opportunities.

3. Addressing the Needs of Each Pupil

Careers programmes should be inclusive, support aspiration, challenge stereotypes and recognise the differing needs of all learners, including disadvantaged pupils and those with SEND. Progress and participation should be monitored to ensure equality of opportunity.

4. Linking Curriculum Learning to Careers

Teachers should make clear links between curriculum learning and future pathways. Pupils should understand how knowledge and skills developed in school connect to careers and the wider world.

5. Encounters with Employers and Employees

Pupils should participate in meaningful encounters with employers and employees to develop their understanding of careers, workplaces and the skills valued by employers.

6. Experiences of Workplaces

Pupils should have opportunities to experience workplaces and work environments. In primary schools this may include workplace visits, employer-led projects, virtual encounters and community-based experiences.

7. Encounters with Further and Higher Education

Pupils should learn about the full range of future pathways available to them, including colleges, universities, apprenticeships and technical education routes. Opportunities should help raise aspirations and broaden awareness of future options.

8. Personal Guidance

Young people should have access to personal careers guidance at key transition points. Within primary education, schools should provide age-appropriate advice, guidance and opportunities for reflection on future aspirations and ambitions.

Monitoring and Review

The Careers Leader will monitor the implementation and impact of the careers programme annually through:

- Pupil voice surveys.
- Feedback from staff, parents and visitors.
- Evaluation of careers events and activities.
- Review of curriculum planning.
- Governor monitoring where appropriate.

The policy will be reviewed annually to ensure it remains current and reflects national guidance and school priorities.