

Backworth Park Primary School



Careers Guidance Policy

September 2025

What We will Offer

We aim to provide effective careers support to prepare our children for the opportunities and experiences that are available in life. The future options for children continues to grow more complex and varied so it is vital that we support our children to develop their knowledge, skills and attributes so they can make informed career choices for their future.

Through our stimulating and engaging curriculum, we link pupil learning to the world around them and explore career options from as young as Nursery age. By integrating careers into our curriculum, children at Backworth Park Primary School are aware of the vast opportunities that await them upon leaving school. Children at BPPS are encouraged to think about their futures and how they can shape the world around them. Through our school vision of 'READY' children understand that they can aspire and have access to a wide range of careers. We aim to provide them with an understanding of where their skills and attributes can take them in the next stages of their education and future work.

Although Careers Education and guidance isn't statutory for Primary Schools our policy is based on, and follows the guidance and information in, the Department for Education's (DfE's) statutory Careers guidance and access for education and training providers.

This guidance refers to:

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

Our careers education has taken account the expectations and guidance outlined in the Gatsby Benchmarks (appendix 1) which address the following criteria:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

We also act in line with the 'Baker Clause', ensuring we are impartial and will not show bias towards any route, be that academic or technical.

The main aims of careers provision at Backworth Park 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.

How We will Deliver It

The school will work to encompass careers education and guidance into subjects across the curriculum. All teachers and subject leaders will be asked to support career development through their teaching and through their subject leadership.

We will do this through:

- Embedding related careers into our curriculum;
- Linking careers to our everyday lessons;
- Career assemblies;
- Career displays;
- Inspiration for Aspiration days;
- Conducting surveys to find out individual pupils' aspirations;
- Signposting children and parents towards opportunities which link to their aspirations;
- Visits from a range of companies / industries / professionals / universities;
- Exploring the qualities needed to pursue a career.

The results of the surveys will help to create careers education and experience tailored to pupils needs based on their own aspirations and abilities. The school will ensure that visitors act as role models to inspire pupils and encourage their aspirational aims. Our career education will inform pupils of the range of opportunities available to them, encouraging them to aim high and make choices relevant to what they feel they can achieve. At Backworth Park, we will challenge stereotypes through our career work and ensure that a range of female and male jobs are portrayed.

Inclusion – curriculum for all

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.

SEN

We expect that the majority of pupils with SEND will follow the same careers programme, that meets the Gatsby Benchmarks, as their classmates, with adjustments and additional support as needed. Our careers lead may, as appropriate, invite adults with disabilities to visit and share their experience and advice.

Resources

There are a number of resources and websites available to support the teaching of careers in primary school. The Career Development Framework Handbook for primary schools which can be found on www.thecdi.net gives examples of learning outcomes, curriculum activities and resources for Early Years, Key Stage 1 and Key Stage 2. There are also resources, lesson plans, videos and activities for both KS1&2 on the Careers and Enterprise website.

Linking literacy to career-related learning | Primary Schools Toolkit
(careersandenterprise.co.uk)

Community Links

We strive to make links within the community via our Inspiration for Aspiration Day where children have the experience of learning about different types of jobs from members of our local community and from the wider Tyneside area.

Roles and Responsibilities

The Governing Body

The Governing Body will:

- make sure that details of our school's careers programme and the name of the careers leader are published on the school's website;
- make sure that arrangements are in place for the school to meet the legal requirements of the 'Baker Clause', including that the school has published a provider access policy statement.

Headteacher

The Headteacher will:

- support the careers programme;
- support the careers leader in developing their strategic careers plan;
- network with employers, education and training providers, and other careers organisations.

Role of the Subject Leader

Our Careers Leader is Ms ElSaghier and is a member of the senior leadership team (SLT) and will:

- take responsibility for developing, running and reporting on the school's career programme;
- plan and manage careers activities;
- support teachers to build careers education and guidance into subjects across the curriculum;
- establish and develop links with employers, education and training providers, and careers organisations.

The Gatsby Benchmarks

1. A stable careers programme	Trained person – role is distinct from careers adviser. published programme, evaluated, explicitly backed by SLT.
2. Learning from career and labour market information	By 14 all should have accessed info about career paths and labour market.
3. Addressing the needs of each student	Programme should challenge stereotypical thinking and raise aspirations. Keep systematic records of individual advice given to each pupil. Collect data for each pupil on EET.
4. Linking curriculum learning to careers	By 14, every pupil opportunity to learn how STEM subjects help in wide range of careers.
5. Encounters with employers and	Every year from 11, pupils should participate in at least one meaningful encounter with an employer.
6. Experiences of workplaces.	By 16, every pupil should have had at least one experience of a workplace. By 18, they should have had one further experience.
7. Encounters with further and higher education	By 16, every pupil meaningful encounter with providers of the full range of learning opportunities including 6th forms, colleges, universities and apprenticeships. By 18, all pupils considering university should have at least 2 visits to universities.
8. Personal guidance	By 16, one careers interview. By 18, further interview.