



Careers Education Policy

Policy Originator: Careers Education Lead

Review Period: 3 years

Next Review: Autumn 2025

Aims

- To provide children with the opportunity to build and develop their future aspirations.
- To broaden children's understanding of different career paths and opportunities available to them.
- To encourage children to reflect on their achievements and the steps they can take to achieve future success.
- To challenge stereotypes that may exist regarding the world of work.
- To help children develop the skills and sense of self that will enable them to reach their full potential.
- To utilise parent/carer skills and expertise, links within the Prospect Trust and develop community partnerships to provide purposeful career focused events for all year groups.
- To make links across the curriculum, where appropriate, to promote greater awareness for children about the world of work and the development of key skills.

Delivery of Careers Provision

Research has shown that starting career-related education as early as possible is important to develop children's awareness and understanding of the ever-changing world of work. The Careers Development Institute (CDI) has developed an all-age career framework which identifies six areas of learning that facilitate positive careers and lifelong development: 'Grow throughout life', 'Explore possibilities', 'Manage career', 'Create opportunities', 'Balance life and work' and 'See the big picture'. Where appropriate, teachers will implement the six learning areas of the 'CDI All Age Career Development Framework' across the curriculum – many of these links will be deliberate and explicit however spontaneous opportunities will also arise during lessons and every-day discussions.

In addition, the careers development lead, alongside subject leaders, will provide a range of activities and experiences that contribute towards careers education and work-related opportunities. The range of activities includes:

- STEM activities and workshops
- Career experience sessions and workshops – utilising volunteers from the school community and beyond to focus on areas such as challenging stereotypes

- Assemblies with a careers or work focus
- Enterprise days
- Employer and local business visits

Each child's Frimley Learner passport also contains a wide range of challenges and activities linked to the CDI framework. The passport provides opportunities for children to share future aspirations, to identify their own strengths and areas for development and to reflect on the career and work-related experiences they encounter.

Prospect Trust Links

As well as experiences linked to careers and the wider world of work, children will also be provided with opportunities linked to their educational pathway through collaboration within The Prospect Trust. Each year group will take part in at least one activity a year. Current activities include:

- Year 3 visit to Tomlinscote's Learning Resource Centre for a reading workshop
- Year 4 visit to Tomlinscote for creative arts workshops
- Year 5 visit to Tomlinscote for technology workshops
- Year 6 visits to Tomlinscote for a STEM workshop, a careers morning and a history workshop
- Year 6 visit to The Sixth Form College Farnborough for taster sessions in various subjects

Frimley will also provide both work experience and volunteering opportunities for pupils at Tomlinscote and students at The Sixth Form College Farnborough.

Leadership of Careers Education

The Careers Development Lead is responsible for:

- Monitoring careers provision and its effectiveness across the school
- Liaising with the PSHE leader, other subject leaders and The Prospect Trust Careers Service Team to plan careers education in the curriculum
- Ensuring appropriate careers and work-related opportunities and experiences are provided at each phase of the key stage
- Liaising with local businesses and, where possible, developing community partnerships to provide purposeful career focused events for pupils
- Signposting resources and opportunities that will support effective and meaningful provision
- Raise the profile of career-related education throughout the school community
- Developing and maintaining links within The Prospect Trust to provide transition and career-related opportunities for all key stages.

Autumn 2022