

Bankfields Primary School

Careers and Aspirations Policy



2025-2026

Careers and Aspirations at Bankfields Primary School

This policy sets out our school's vision, aims, principles and strategies for the delivery of careers education and the raising of aspirations to support the curriculum at Bankfields Primary School alongside our PSRHE planning. Bankfields Primary School is committed to career, employability and enterprise learning and development and fulfil their statutory obligations by providing a best practice careers service to all pupils and is included in the School Development Plan. Governors and senior leaders have a key role in developing and approving this policy thus ensuring it has a high profile and secure place within the school curriculum. This policy supports and is underpinned by other key school policies including: PSRHE Policy, Curriculum Policy and SEND Policy.

The main aims of careers and aspiration provision at Bankfields Primary School are to:

- To prepare young people for the opportunities, responsibilities and experiences of life.
- Become self-assured, confident and optimistic about their futures
- Raising aspirations
- Develop an understanding of different career paths and challenge stereotypes.
- Empowering them to plan and manage their own futures
- Inspire pupils to chase and achieve their dreams.
- Offer targeted support for vulnerable and disadvantaged young people.
- Instil a healthy attitude towards work.

At Bankfields Primary School we are part of the Redcar and Cleveland careers network (Building our futures) where we have access to a range of STEAM and careers/aspirations providers with increased opportunities to engage with a range of employers. As part of that project we follow the principles of the Gatsby Benchmarks. The objectives for the careers programme are as follows:

- helping pupils to understand the changing world of work
- facilitating meaningful encounters with employers for all pupils
- supporting positive transitions
- enabling pupils to develop the research skills to find out about opportunities
- helping pupils to develop the skills, attitudes and qualities to make a successful transition into the world of work/ next stage of education
- encouraging participation in continued learning, including further and higher education and apprenticeships
- supporting inclusion, challenging stereotyping and promoting equality of opportunity
- contributing to strategies for raising achievement, particularly by increasing motivation.

Curriculum

The school will work to encompass careers and aspiration education and guidance 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. Links to careers are to be added to all medium term planning and addressed during the lessons. Our school will engage with local employers, businesses and professional networks, inviting visiting speakers, as appropriate. Bankfields Primary School will provide events to support career choices and aspirations.

Bankfields Primary School is part of the Skills Builder Accelerator programme which focuses on building on the pupils essential skills of speaking, listening, problem solving, creativity, staying positive, aiming high, leadership and teamwork. Bankfields Primary School strives to develop our children's essential skills for their current stage and their next stage in their education to help them move forward in their future careers. We to develop their aspirations to enable them to be successful learners and successful in their workforce. The essential skills are important because it helps children to succeed in a range of different situations that are outside of their own experiences and embrace new experiences. We want our children to thrive in every situation they are placed in. These essential skills will help our children to progress throughout the workforces into potential leadership roles. It is important to make our children aware of their community, nationally and globally, and how they can see their place in that and make contributions as a citizen. The programme will help my professional role to lead the programme and support the staff to develop their wider knowledge of the essential skills and the different ways we can achieve that. As a school, we are passionate about developing these essential skills to help change our children's fixed mind-set into a growth mind-set.

Inclusion

The Bankfields Primary School careers and aspirations approach will aim to raise the aspirations of all pupils whilst being tailored to individual needs. It 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. 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.

Bankfields Primary School will ensure that visitors act as role mode to inspire pupils and encourage aspirational aims. The school will build partnerships with businesses and other employers, employment services, and disability and other voluntary organisations

Monitoring of Careers and Aspirations

The Headteacher along with the Careers Leader has strategic responsibility for the careers and aspirations provision. To ensure that the careers and aspiration provision remains

effective and fully meets the needs of all pupils, the Careers Lead will continue to monitor the implementation of careers and aspirations within planning, along with work monitoring which will be placed within the children's PSRHE books or class floor books.

The Careers leader is responsible for monitoring the standard of the children's work and the quality of teaching in line with requirements from subject leader meetings, work analysis and lesson observations. The Careers leader is also responsible for supporting colleagues in the teaching of careers and aspirations, for being informed about current developments in the subject along with upcoming opportunities for visitors or trips, and for providing a strategic lead and direction for the approach in the school.

Training

At Bankfields Primary, the Careers leader will assess and address staff training needs as part of the annual development plan process or in response to individual needs and requests throughout the year. Individual teachers should attempt to continually develop their own skills and knowledge of careers within their curriculum lessons, identify their own needs and notify the coordinator of resources/visitors.