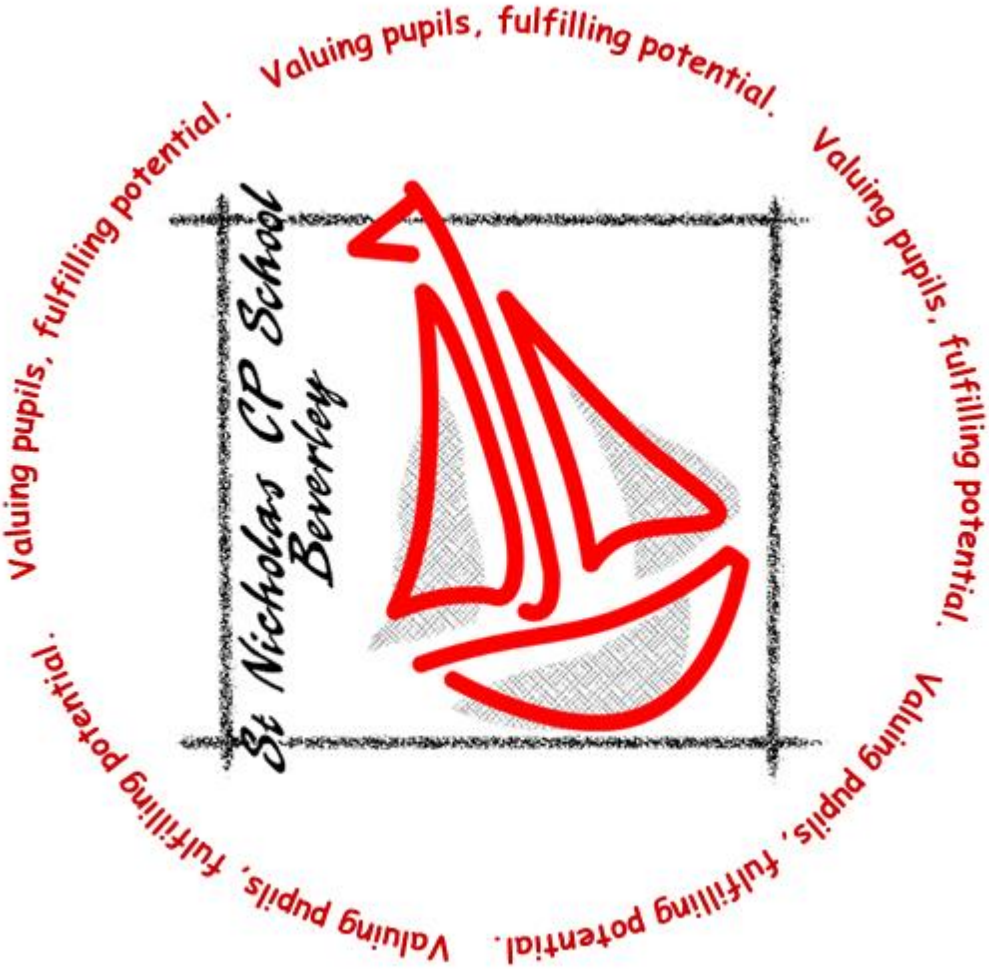
Careers Policy

Beverley St Nicholas Primary School



Reviewed October 2025

At Beverley St Nicholas Community Primary School the sky is the limit because everything is possible.

Beverley St. Nicholas Careers policy
Reviewed: September 2021

Introduction

Careers education, information, advice and guidance (CEIAG) is developing part of the support we offer to students at Beverley St Nicholas Primary school. This works closely alongside our PSHE education within school.

Our effective careers support will help pupils:

- to become self-assured, confident and optimistic about their futures – becoming motivated and inspired to learn;
- develop the resilience to take calculated risks, dealing appropriately with disappointments, set-backs and challenges;
- to prepare young people for the opportunities, responsibilities and experiences of life;
- to help them to make decisions and manage transitions as learners and workers.

As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and skills they need to make informed choices for their future. As a result, the careers programme is designed to complement the rest of the school curriculum.

This policy sets out how career activities are delivered at school and explains what students, parents/carers, staff and Governors can expect from the careers programme.

Our aims are to:

- To teach children key skills to succeed in life such as never giving up, being co-operative, and self-evaluation
- To develop and encourage a sense of ambition towards a future career
- To challenge all forms of stereotype (by background, gender or diversity groups) and preconceptions.
- To increase knowledge of post 11 and post 16 education and career choices
- To understand the basic skills and attitudes needed to be successful in the world of work, and provide experiences of meaningful interaction with the world of work

At Beverley St Nicholas we follow the principles of the Gatsby Benchmarks. Our curriculum is developed around the 'Careers and Enterprise Company Career Development Framework: Handbook for Primary Schools | Primary Schools Toolkit' (primary-careers.careersandenterprise.co.uk)

The objectives for the careers programme are based around four main areas:

1. Grow throughout life (Growth Mindset)

2. Explore possibilities and manage career

3. Creating opportunities and seeing the bigger picture

4. Balance life and work

We are able to meet these objectives by:

• helping students to understand the changing world of work
• facilitating meaningful encounters with employers for all students
• supporting positive transitions
• enabling students to develop the research skills to find out about opportunities
• helping students 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.

Student's entitlement:

All students are entitled to be fully involved in an effective CEIAG programme. At Beverley St Nicholas Primary School, this began in years 5 and 6 (2018-2019), and has since been rolled out to all year groups. All year groups will cover Careers objectives through the personal, social, health education (Jigsaw) and through other areas of the curriculum.

Students are encouraged to take an active role in their own career development, so the careers programme emphasises student participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time here, students will:

- access up-to-date and unbiased information on future learning and training, careers and labour market information
- receive support to develop the self-awareness and career management skills needed for their future
- career lessons during covering options after school, looking at the world of work, the job market and the skills needed for the future through the curriculum topics
- a variety of meaningful encounters with representatives from the world of work; this could be through work experience, Careers Week activities, assemblies, careers talks (in or outside lessons), projects and visits
- hear from a range of education and training providers, including colleges, universities and apprenticeship organisations; this could include visits and taster days, as well as assemblies talks and meetings at school

- the opportunity to relate what they learn in lessons to their life and career beyond school
- the opportunity to talk through their career and educational choices with staff and their peers
- to be asked their views about the information they have received to ensure that the service continues to meet the needs of the students.

Careers education and skills

The content of the taught careers education programme is based around the learning outcomes outlined in the CDI Careers Framework (see Appendix I).

Skills to be developed:
Resilience; responsibility; accountability; aspirational; cooperation; self-motivation; confidence; self-assurance; self-assessment; well-informed; experience; entrepreneurial mind set; achieving full potential.

National Careers Week

Each year, the school takes part in National Careers Week in the Spring Term. The week includes a range of activities which may include speakers in assemblies, workshops, or extra careers lessons and talks. It is often linked to a certain area of work, such as the NHS or books.

Management and staffing

A named teacher is responsible for taking a strategic lead and direction for careers work in the school. Staff were introduced to the curriculum programme in 2018 and the curriculum was initially developed through the year in year 5 and 6. Other year groups also made career links to their topics. In September 2019, the careers programme was rolled out through all of the primary phase from EYFS to year 6.

Employer links

Links with employers, businesses and other external agencies continue to grow through the Primary Futures contact; developing links with local secondary, college and university and by building on local community connections.

Monitoring and evaluation

When monitoring the success of the careers programme, the school considers formal and informal measures, qualitative and quantitative data and hard and soft outcomes for students.
The careers programme is evaluated in a number of ways, including:

- student feedback on their experience of the careers programme and what they gained from it
- staff feedback on careers lessons, Careers Week ect.
- gathering informal feedback from external partners and from parents
- lesson observations of careers lessons

Career Mark Award (Gold) and Primary Futures Award

Beverley St Nicholas School first achieved the Career Mark Award in July 2019, and this was renewed in December 2021 and December 2023. This lasts two years, so it is due to be renewed again in December 2025.

We also received the Primary Futures Recognision Award (Gold Award) in October 2025.

This involves understanding the educational and economic benefits of the introduction of work-related learning skills and attitudes from an early age, and taking advantage of the high levels of national and local political interest in careers education and guidance, the East Riding chose Complete Careers as its specialist development partner and Career Mark Primary as the implementation framework. Beverley St Nicholas were one of five schools to initally host the pilot programme, and therefore were one of the first primary schools in the region to gain the award.

In addition to Complete Careers, the East Riding Education and Skills Partnership has been able to harness the support of outside agencies such as Primary Futures, and the East Riding Careers Programme.

Reviewed: October 2025