



MAT Policy updated:	21.10. 2019	
Review Frequency:		
Next review date:	1.10.2021	

Rationale

Stoke –on-Trent is one of only a 12 Opportunity Areas in the country where funding is being assigned to address the issue of social mobility. As an academy within an Opportunity Area, we have a responsibility to work hard to raise aspirations and broaden the horizons of the children in our care. There are National initiatives that support this work such as The Careers and Enterprise Company and we will be working on gaining a Quality Award that assesses our career work against the national best practice framework Gatsby Benchmark.

Partnership work with employees gives young people a direct insight into the world of work and can lift their motivation, aspirations, attainment and skills. It also supports the raising of the participation age. We use the term employer engagement to cover all activities that involve the collaboration between the academy, employers and their employees, including trip opportunities to discuss careers.

Aim of the policy

The purpose of the policy is to ensure that there is a clear structure to the careers-related learning offered across the academy. This is not about offering careers advice, but about broadening horizons, raising aspirations and giving children a wide range of experiences of the world including the world of work. It is about opening doors, showing children the vast range of possibilities open to them and helping to keep their options open for as long as possible.

Responsibilities

The academy will assign the role of Careers-related Learning Coordinator to a member of staff who is also a member who will oversee the action plan and liaise with the necessary people to enhance the provision. They will be responsible for leading the careers offer in the academy. Many staff will play a part; class teachers, teaching assistants, senior leaders and they will be directed by the careers-related learning coordinator.

Purpose

The purpose of developing links with employers include:

- Raising pupils aspirations by promoting a better understanding of work and careers.
- Improving children’s enterprise capabilities including innovation, creativity, risk-management, turning ideas into actions.
- Improving pupils’ employability skills.
- Challenging stereotypes.
- Enhancing curriculum provision.
- Motivating pupils’ by raising awareness of the direct relevance of what they learn in school to the workplace.

- Developing pupils' personal and social skills, providing opportunities to talk and work with other adults that are not teachers.

Delivery

Throughout their academy life, pupils will receive opportunities to engage with employers through planned opportunities including trips, complimented by our personal development curriculum, enterprise days, team building, #WeAreCrew initiative and Compass for Life programme. Visitors who come in to the academy to host workshops/assemblies are asked questions about their jobs and their journey to get there, if visitors consent. Parents and ex-pupils are invited in to share careers and personal achievements too as well as community links such as the PCSO and school nurse.

The Greenways Primary Academy careers programme.

Year Group	Autumn Term	Spring Term	Summer Term
N	<p>Christmas enterprise fair.</p> <p>Early reading link: To invite librarians into school to share stories and talk about their job.</p> <p>Personal, Social and Emotional books -When I grow up I want to be...</p> <p>Role-play area – promoting different jobs – police, firefighters, small world.</p>	<p>Invite parents into school to talk about their jobs – dental nurse, vets.</p> <p>Personal, Social and Emotional books -When I grow up I want to be...</p> <p>Role-play area – promoting different jobs – police, firefighters, small world.</p>	<p>Invite parents into school to talk about their jobs – dental nurse, vets.</p> <p>Personal, Social and Emotional books -When I grow up I want to be...</p> <p>Role-play area – promoting different jobs – police, firefighters, small world.</p>
R	<p>Christmas enterprise fair.</p> <p>Early reading link: To invite librarians into school to share stories and talk about their job.</p>	<p>Topic link: People who help us. Talking to the emergency services about their jobs.</p>	<p>PHSE: Discussing what I want to be when I grow up – completing pupil passport book.</p> <p>PHSE: relationships in the community and making choices: Being independent.</p>

1	<p>Christmas enterprise fair</p> <p>Topic link: Inviting relatives into school to talk about their past.</p>	<p>Visit a retirement home and talk to people about jobs they used to do.</p> <p>Topic link: To invite a visitor into school to teach us about our topic and ask questions about their job. (Florence Nightingale)</p>	<p>PHSE: Discussing what I want to be when I grow up – completing pupil passport book.</p> <p>PHSE: People who help in our community.</p>
2	<p>Christmas enterprise fair</p> <p>PHSE – prepare a speech for a role and responsibility in the academy. (Academy Parliament)</p>	<p>PHSE link: Looking at job choices. Money and talents.</p>	<p>PHSE: Discussing what I want to be when I grow up – completing pupil passport book.</p> <p>Topic link: Visit a museum and talk to a historian about their job.</p>
3	<p>Christmas enterprise fair.</p> <p>Topic link: Visit a museum/factory and ask artists and designers about their jobs.</p> <p>PHSE – prepare a speech for a role and responsibility in the academy. (Academy Parliament)</p> <p>#WeAreCrew – promoting team work and being part of a team.</p>	<p>#WeAreCrew – promoting team work and being part of a team.</p> <p>Topic link: Invite a visitor into school and ask them questions about their job.</p>	<p>PHSE: Discussing what I want to be when I grow up & identifying my strengths and interests – completing pupil passport book.</p> <p>#WeAreCrew – promoting team work and being part of a team.</p>
4	<p>Christmas enterprise fair.</p> <p>Topic link: Visit a museum and ask a historian questions.</p> <p>PHSE – prepare a speech for a role and responsibility in the academy. (Academy Parliament)</p> <p>#WeAreCrew – promoting team work and being part of a team.</p>	<p>#WeAreCrew – promoting team work and being part of a team.</p> <p>Topic link: Visit a place of work and speak to the staff about their jobs. (Manchester airport)</p>	<p>RE link – visit places of worship (Faith trail) and ask questions to different religious people.</p> <p>PHSE: Discussing what I want to be when I grow up & identifying my strengths and interests – completing pupil passport book.</p> <p>#WeAreCrew – promoting team work and being part of a team.</p> <p>Topic link: Visit a place of work and speak to the staff about their jobs. (Manchester airport)</p>

5	<p>Christmas enterprise fair.</p> <p>PHSE- Work as part of a team and design a product and present to an audience supported by The Inspirational Learning Group.</p> <p>PHSE – prepare a speech for a role and responsibility in the academy. (Academy Parliament)</p> <p>SMSCD link: Write an application for a role and responsibility in the academy. (Playground leader)</p> <p>Compass for Life opportunities. PHSE: Discussing what I want to be when I grow up, identifying my strengths and interests and career ideas. Start to map my map with a clear North Star focus – completing pupil passport book.</p>	<p>Compass for Life opportunities.</p> <p>Careers day – focusing on the skills and interests that I have and how I can use these in the world of work.</p>	<p>Compass for Life opportunities. PHSE: Discussing what I want to be when I grow up, identifying my strengths and interests and career ideas. Adjust to map my map with a clear North Star focus – completing pupil passport book.</p> <p>PHSE- Residential visit to Stanley Head developing team building skills, observing staff working and leading activities, opportunities to talk to staff about their jobs.</p>
6	<p>Christmas enterprise fair</p> <p>SMSCD link: Write an application for a role and responsibility in the academy. (Prefect, Head Boy/Girl)</p> <p>PHSE – prepare a speech for a role and responsibility in the academy. (Academy Parliament)</p> <p>Compass for Life opportunities. PHSE: Discussing what I want to be when I grow up, identifying my strengths and interests, career ideas and consider how I get there. Adjust to map my map with a clear North Star focus – completing pupil passport book.</p> <p>PHSE- Work as part of a team and design a product and present to an audience supported by The Inspirational Learning Group.</p> <p>Topic link: Visit the zoo and talk to a zookeeper about their job.</p>	<p>Compass for Life opportunities.</p> <p>Careers day – focusing on the skills and interests that I have and how I can use these in the world of work.</p> <p>Topic link: Visit a museum and talk to a historian about their job.</p>	<p>Compass for Life opportunities. PHSE: Discussing what I want to be when I grow up, identifying my strengths and interests, career ideas and consider how I get there. Adjust to map my map with a clear North Star focus – completing pupil passport book.</p> <p>Visit a University to explore further education and promote aspirations for the future.</p> <p>Transition link: Work in collaboration with a high school to promote the next step in education.</p>

Monitoring, evaluation and review

We are taking part in a pilot careers project for the 19/20 academic year and during this year, the outcomes will be closely monitored through the project with pre and post assessments via questionnaires, audits of provision and through the development plan written to address the needs. The Careers-related learning coordinator will take the responsibility of monitoring and evaluation beyond this.

