



**L A L E H A M L E A**

A Catholic Independent Primary School for boys and girls aged 3 to 11

Acting Head Teacher: Mrs. M Reece

## **LALEHAM LEA SCHOOL & NURSERY**

### **CAREERS POLICY**

*This is a whole school policy which applies to all sections of the school, including Early Years Foundation Stage, Out of School Care and Clubs.*

	Date	Signed
Date reviewed	January 2025	<i>M Reece</i> Acting Head Teacher
Ratified by the Board of Governors	January 2025	<i>M Ryan</i> Chair of Governors
Date of next review	January 2028	



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## **LALEHAM LEA SCHOOL – Careers Policy**

### **Introduction**

Careers education, information, advice and guidance is developing part of the support we offer to students at Laleham Lea School. Alongside personal, social, health education.

Our effective careers support will help pupils:

- in the short term 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 aspire children to think of the future, increasing aspiration for all
- To develop and encourage a sense of ambition towards a future career
- To understand the basic skills and attitudes needed to be successful in the world of work
- To provide high quality information from a wide variety of sources –curriculum lessons, PHSE lessons, specific career sessions and visitors from a variety of careers
- To challenge all forms of stereotype (by background, gender or diversity groups) and preconceptions.
- To develop self-evaluation skills and make plans for the future
- To understand employment-related vocabulary



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At Laleham Lea we follow our objectives for the careers programme are as follows:

- helping students to understand the changing world of work
- 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 at KS3
- supporting inclusion, challenging stereotyping and promoting equality of opportunity
- contributing to strategies for raising achievement, particularly by increasing motivation.

#### **Student's entitlement:**

All year groups will cover careers objective through the personal, social, health education. 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 and learning about careers and the world of work.

During their time here, students will:

- access up-to-date and unbiased information on future learning and training and careers information
- receive support to develop the self-awareness and career skills needed for their future
- career lessons during Y5 to Y6 covering options after school, and the whole school look at the world of work, the job market and the skills needed for the future through the curriculum topics
- a meaningful encounter with a representative from the world of work; this could be through work experience, assemblies, careers talks (in or outside lessons), projects and visits
- 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 it continues to meet the needs of the students.

Upper Key Stage2 will take part in a careers week during the Summer term where they will have the opportunity to meet individuals in different areas of work. They will have the opportunity to ask questions, find out more about the various jobs and discuss academic requirements needed for particular roles.



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### **Careers education and skills**

The content of careers education is based around the skills to be developed: Resilience; responsibility; accountability; aspirational; cooperation; self-motivation; confidence; self-assurance; self-assessment; well-informed; experience; achieving full potential.

### **Management and staffing**

The Headteacher and Deputy Headteacher are responsible for taking a strategic lead and direction for careers work in the school. The school also works alongside some of our Secondary feeder schools where possible.

### **Employer links**

Links with employers, businesses and other external agencies continue to grow; developing links with local secondary school; by building on local community connections. When monitoring the success of the careers programme, the school considers formal and informal measures 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, etc.
- lesson observations of careers lessons