



Coop Academy Glebe

Careers Related Learning

And Enterprise Opportunity Policy

2224

Careers and Enterprise lead	Rachel Kenny
Date reviewed	November 2023
Date of next review	November 2024
Agreed by Governors	

We are always guided by our Coop values:

Do what matters most

What matters most is ensuring that our students achieve the best possible outcomes.

Be yourself, always

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

Show you care

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

Succeed together

Co-operating is what makes us different; we're better and stronger when we work together.



Rationale and Vision:

At Coop Academy Glebe we are committed to providing all pupils with a consistent, purposeful and diverse experience of careers related learning, which is pivotal in giving children a wide ranging and open view of the world of work. It is our vision to provide each child with the experiences, tools and skills they will need to make later life decisions surrounding careers and aspirations.

Intent:

Our CRL program is both bespoke and unique to our academy and is reviewed on an annual basis to meet our children's needs based on internal monitoring and evaluation processes. We are committed to providing a coherently planned and sequenced programme that reflects our academy's context and core values.

Having a stable and varied Careers Related Learning and Enterprise programme woven throughout the school enables all pupils to recognise and appreciate a wide range of career and work opportunities that goes beyond their previous experience. This will, in turn, raise the aspirations of our children and encourage them to think more deeply about their own strengths, talents and interests thus giving their day to day learning all the more purpose.

Our programme is designed to entitle all children to develop their knowledge, skills, understanding and cultural capital to support them to go on to positive destinations that meet their aspirations and interests.

We aim to:

- Provide diverse and rich career related learning opportunities and experiences to **all** pupils in order to develop skills, aspirations, confidence
- Promote inclusion and equal opportunities to socially and economically disadvantaged pupils, and those pupils with SEN.
- Raise awareness of scope and variety of careers

- Enable students to develop their future aspirations and goals through work with employers;
- To involve parents and careers throughout the delivery of careers related learning (including LMI and sector information)
- Encourage children to link curriculum learning with wider life and future aspirational thinking.



- To provide opportunities over the academic year for children to take part in a purposeful enterprise project.

Implementation:

Implementation of such a programme will be embedded in school values and curriculum learning, allowing the children to work to their full potential in all areas of the curriculum; linked to and enriched by career related activities, talks, experiences and interactions.

Our school junior leadership programme will allow children to apply for and carry out roles within school based on their interests and skillset.

Through the programme, teachers, children and parents will be more aware of their local career sectors and opportunities, as well as those on a broader geographical scale. Each year group will have the opportunity to experience at least; one work-related visitor in school, one off site opportunity to visit a workplace and one enterprise opportunity.

Furthermore, each child will be encouraged to reflect on, and discuss careers related experiences and critically evaluate these experiences, using their knowledge and understanding of their own personal skills and qualities.

Staff

The Principal and Governors have overall responsibility for CEIAG provision. Provision and implementation led by Rachel Kenny, Careers lead. All staff contribute to CEIAG through their roles as class teacher, support staff and subject leaders.

Curriculum

The programme includes careers related education activities including assemblies, employers as speakers and interactive workshop sessions, alongside aspirational learning opportunities through PSHE sessions. Careers and work-related learning activities/employer visits will be woven into other curriculum areas where pertinent and meaningful.

Themed days/weeks will be planned into the academic year such as: careers week, wellbeing weeks etc, alongside enterprise opportunities such as Christmas Craft making and selling, ice cream sales and broader, more in depth enterprise opportunities for Upper Key Stage Two.



Coverage by phase:

EYFS – People who help us (emergency services, health staff etc), people in our community. Children will create a Christmas craft to sell at the Christmas fair and understand that the money collected will help their school.

KS1 – Exploring a range of jobs and careers, thinking of and developing own personal strengths and talents. Children will create a Christmas craft to sell at the Christmas fair and understand that the money collected will help their school.

Lower KS2 – Considering own aspirations, linking to skills and qualities needed, links to all areas of curriculum. To include visitors from employers and interactions and experiences with experts in various fields (skype in the classroom). Children will take part in two enterprise opportunities each academic year.

Upper KS2 – North star aspiration work, careers fair – to experience at least one employer experience per term, from a range of sectors, particularly within the Stoke-on-Trent locality. Children will take part in two enterprise opportunities each academic year.

Parents and carers

- Parents to be encouraged to play a role at all times.
- Sharing information during parents evening/reports etc
- Sharing LMI information through the school website
- Sharing evidence of learning and careers enrichment with parents via website/twitter etc

Partners

Coop Academy Glebe have completed work with the following providers to deliver quality provision of careers-based learning and offer support to staff and subject leads. These include (not an exhaustive list):

- Coop Academies Trust
- St Peter's Academy
- Education and Employers: Primary futures
- Skype a scientist
- Port Vale foundation mentoring
- Employers into primary project
- Staffordshire University
- Staffordshire Police



- Community cohesion project workers

Monitoring, evaluation and review process.

- Evidence of student interactions with employers and aspirational work they complete will be recorded by class teachers and the children will have opportunities to reflect on each experience.
- Questionnaires to be completed by all stakeholders.
- Local opportunities for enterprise will be regularly monitored, including: Coop Academies Trust careers opportunities, employer-led competitions, careers fair opportunities and Higher/further education open days and workshops.
- Monitoring of CEIAG provision completed out annually to ensure suitable progress and impact.
- A CEIAG report to governors will be completed on a termly basis.
- CEIAG policy to be reviewed annually.
- A dedicated area for CEIAG to be placed on school website with relevant information and evidence regularly added.

Impact

Measuring the impact of our CRL programme supports us to develop it on a termly / annual basis and to know that we are making a positive and empowering difference. We value quantitative and qualitative feedback from all stakeholders and ensure our evaluations lead to change / amendments in our future planning. Our CRL program aims to demonstrate the following impact:

- Raise in aspirations (aspiration data)
- Increased understanding of stereotypical jobs
- A greater understanding of infrastructure and LMI in their local area
- A greater exposure to a range of jobs on a local, national and global level
- Feedback and evaluation for all events, both quantitative and qualitative
- Increase in attendance / reduction in PA over time
- Increase in progress / attainment over time
- Development of employability skills after key events
- Range of employer engagement increasing



Helpful information for staff:

<https://www.firstcareers.co.uk/>

Offers guidance to primary and secondary school students in making decisions about future careers and professions).

<https://primary-careers.careersandenterprise.co.uk/>

Special section dedicated to primary resources / best practice

<https://www.stem.org.uk/system/files/elibrary-resources/2017/04/STEM%20PRIMARY%2006%20WEBRES%20%28online%20version%29.pdf>

Information on STEM related careers for primary age students

<https://www.twinkl.co.uk/resources/ks2-pshe/living-in-the-wider-world-pshe-subjects-key-stage-2/ks2-the-world-of-work>

The world of work resources and activities for KS2

<https://www.bbc.co.uk/teach/class-clips-video/pshe-ks1-ks2-what-is-my-job/zrdkt39>

PSHE KS1 / KS2: What's my job?

<https://www.pshe-association.org.uk/curriculum-and-resources/resources/loud-network-ks2-lessons-%E2%80%98job-skills-influences%27>LOUD! Network KS2

lessons: 'Job skills, influences and goals'

<https://www.nurseryworld.co.uk/features/article/eyfs-activities-essential-experiences-learning-about-jobs>



EYFS Activities: Essential experiences... Learning about jobs

<https://primaryfutures.org/career-related-primary/>

Resources for primary staff to deliver engaging career-related learning for their pupils, with tools, information and resources available including a self-assessment quiz for schools and examples of innovative practice

<https://www.myworldofwork.co.uk/partner-resources>

Career resources that work in the classroom. These are designed to support young people at different stages, from primary five through secondary and beyond.

<https://www.skillsbuilder.org/homelearning>

Everyone needs eight essential skills to succeed - whatever their path in life. Skills builder provides a range of resources for building these skills in a home setting - all underpinned by the Skills Builder Framework. Resources are available for learners aged 4 to 20+.

Research

<https://www.educationandemployers.org/wp-content/uploads/2018/01/DrawingTheFuture.pdf>

Exploring the career aspirations of primary school children from around the world

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/1145_what_works_primary_v7_digital.pdf

What works? Career-related learning in primary schools

<https://www.thecdi.net/New-Career-Development-Framework>



Framework for
CRL

implementing

Careers Games

<https://panjango.com/pages/panjango-online> (KS2)

<https://icould.com/buzz-quiz/> (KS2)

Which Animal Are You? In under five minutes, discover: your strengths and what makes you tick / what you're like as a boyfriend or girlfriend / which celebrities share your personality type. There are 16 possible results, each connected to an animal

Labour Market Information (LMI)

<https://www.lmiforall.org.uk/>