

Primary Careers Education



Rationale

Our intent for Primary Careers Education at West Norfolk Academies Trust is to foster a positive attitude towards learning and exploration. In addition, we also want to offer careers experience by design within our curriculum to increase aspirations and opportunity, particularly in our rural and coastal areas where educational and career aspirations are traditionally hesitant.

Within our curriculum delivery we aim to;

- help pupils to understand the connection between what they learn in school and their future aspirations
- expose pupils to work opportunities
- promote pupil self-awareness
- instil a love of learning- imparting subsidiary and disciplinary skills
- develop curiosity about the world
- develop essential skills such as oracy, punctuality and resilience
- reduce stereotypes and biases
- prepare pupils for transitions

Implementation

We interweave curriculum lessons, enrichment opportunities and targeted extensions that give every child within our academies an opportunity to experience a careers education early in their school life.

Our PSHCE lessons, drawing from Jigsaw education, use a structured PSHCE curriculum (3-11) that includes modules called 'Dreams and Goals'.

West Norfolk Academies Trust Curriculum ensures Teachers deliver frequent opportunities for-

- Teaching skills, knowledge, and self-reflection for future employment.
- Building emotional literacy, resilience, and mindfulness, essential for career success
- Ensuring equality and diversity, reducing stereotypes
- Daily oracy opportunities that promote pupil self-awareness and encourage a love of learning
- Future Planning: Encouraging exploration of further education and career paths.

West Norfolk Academies Trust Enrichment Map gives annual opportunities for-

- Careers Day: meeting professionals where pupils are exposed to work opportunities annually through Apprentice Day, Little City

- Applying for placements focusing on job types, applications (CVs, video CVs), work rights, and responsibilities
- Arranging High School and University visits and taster days via transition sessions and Brilliant Club
- Providing work-related learning and placements in school through roles and responsibilities such as Head pupils, Junior Leadership Teams, Eco and Digital Leaders, Reading and Arts Ambassadors and Sports Leaders
- Skills Development: Practical skills for financial, work and daily life through life skills curriculum

West Norfolk Academies Trust Targeted Support give opportunities for-

- Additional study for higher education via Brilliant Club with access to University and Tutorials
- Soroptimist Public Speaking Events
- Rotary Writing Competition
- Primary maths, sports, spelling and writing challenges
- Contact with former pupils to support them in aspirations

West Norfolk Academies Trust embraces Gatsby Benchmarks through curriculum design.

“By incorporating these primary opportunities into the school's careers education programme, pupils will gain exposure to various careers, industries and educational pathways from an early age. These experiences will lay the foundation for further exploration of the Gatsby Benchmarks during their secondary school years, equipping them with essential knowledge, skills and confidence to make informed decisions about their future educational and career journeys”

Gatsby Bench Mark at West Norfolk Academies Trust



Gatsby Benchmark	WANT Primary Careers Education
A stable careers programme	Gatsby Recommendations: > Introduce pupils to various careers and professions through age-appropriate activities and discussions. > Use storybooks, videos and interactive sessions to familiarise pupils with different jobs and concept of work. > Encourage class discussions about what pupils want to be when they grow up, fostering curiosity and early career exploration. > Engage parents and carers in career-related activities to create a supportive learning environment that values future aspirations Where it takes place at West Norfolk Academies Trust: > Pupils learn about careers through the unit People Who Help Us in EYFS (YR) with stories, videos and visits from police, RNLI, dentists, nurses and other professionals. > In KS2 (Y4) a unit called My Dream Job encourages discussion, personal qualities, aspiration, money and financial tracking > Lessons from the unit Dreams and Goals in EYFS/KS1 and KS2 > Apprenticeship day is for all key stages, where pupils dress up as the profession they are interested in and share with the class why they chose that career. > Parents and Carers are invited to a workshop at the end of Apprenticeship Day. > Parents and Carers are also involved in Life Skills Workshops annually.
Learning from career and labour	Gatsby Recommendations: > Use age-appropriate resources, such as picture books and online platforms, to introduce pupils to different careers and labour market trends.

> No Outsiders, Debates, Visitor assemblies, PTA fund raisers, Medical visits, alongside Apprenticeship day expose children to a range of careers and opportunities

> Learn about the school and career pathways in **Y5 and Y6 through [taster days and transition visits](#)** to High School and university. Experience tutoring **[via Brilliant Club In Y5 and Y6](#)**

Experiences of workplaces	> Arrange virtual or in-person visits to workplaces to give pupils a first-hand glimpse of different work environments and the roles of employees. > Partner with local businesses or community organisations to provide work-based experiences, such as shadowing or small projects. Activity ideas: > Set up "job stations" around the classroom representing different professions. Pupils can visit each station to learn about various jobs. > Tour local workplaces and bring back items for discussion in the classroom.
Encounters with further and higher education	> Introduce pupils to higher education opportunities, such as college, university or vocational training, to broaden their awareness of post-secondary pathways. > Organise visits to colleges or universities to expose pupils to campus life and various academic programmes available after secondary school. Activity ideas: > Invite former pupils who have pursued higher education to share their experiences and the paths they took after primary school. > Invite former pupils who did not pursue higher education to share how they developed their skills and expertise.
Personal guidance	> Offer one-on-one or small group career sessions where pupils can discuss their aspirations and receive personalised guidance. > Provide resources and tools to help pupils set short-term and long-term goals that allow them to understand the steps needed to achieve each one. Activity ideas: > Have pupils keep a journal where they reflect on their interests, strengths and the types of careers they find exciting. > Ask pupils to write a letter to their future selves, describing the careers they hope to pursue and their goals.