



Northern Lights
LEARNING TRUST

Careers Protocol



Hart Primary School

*'To give all the opportunity to be the best that they can be and have
fullness of life'*

Prepared by: Head of School

Pastoral Care/Spiritual Development

The quality of relationships between all members of school, staff and pupils, and the relationship with parents/carers is integral to the ethos of the school.

We have a series of overlapping networks of relationships, which includes governors, staff, children, parents/carers and members of the community which the school seeks to serve. Our pastoral work will strive to create and maintain such. Those who are school staff and in particular those in leadership roles, which include all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

Pastoral care pervades all aspects of school life and therefore will be reflected in the way the school is organised and the way policies are written and implemented.

Our Shared Values

We respect and care for all members of the community, nurturing talents and creating opportunities for all in a supportive environment. We believe that it is through the nurturing of the children, they will become equipped to develop the beginnings of their own values and our vision:

'To give all the opportunity to be the best that they can be and have fullness of life'

We share a common set of values that underpin all that we do in our work at Hart Primary School.

These values are:

- Friendship and Trust
- Compassion
- Thankfulness
- Always our best

Statement of intent

Research from the Organisation for Economic Co-operation and Development (OECD) found that, by the age of seven, children have already begun making assumptions about what type of people will enter different types of work and what sort of careers may be possible for them. Indeed, the report finds that commonly *'young people consider only the jobs that are already familiar to them, from friends and family.'*

'The effects of this are long-lasting as the research found 'minimal changes' in the career attitudes between the ages of 7 and 17.

Hart Primary School take their responsibility to careers education seriously and are guided by the OECD's statement of

"You can't be what you can't see."

Therefore, our approach to careers education will:

- Be carefully mapped to ensure that pupils receive a consistent and progressive careers offer
- Be responsive to local labour market information
- Be proactive in challenging stereotypes in terms of content taught and representatives from industry
- Make explicit links between our curriculum and careers
- Ensure pupils throughout school have positive encounters with professionals through live and recorded chats and presentations, education visits, lectures and QandA sessions
- Support transition and aspirations for further and high education through well developed links with secondary schools, FE and HE colleges and universities.

- Support interest and discussion about continuing education and later careers
- Provide a wide range of leadership training and opportunities for pupils within their school environment

Head of School is responsible for:

- Forming and maintaining effective working relationships with industry and education links within the local area and beyond.
- Ensuring that all pupils have access to planned educational visits to support the implementation of this addendum.
- Ensuring that all visitors to school and the content of their presentations/discussion are age appropriate and inclusive
- Ensuring that work in school challenges stereotypes and that representations are diverse.
- Ensuring that school's work is informed by labour market information.

RHE lead is responsible for:

- Ensuring that pupils have access to high quality, consistent careers provision through curriculum mapping, work with local and national agencies, guest speakers and other educational establishments.
- Working closely with other curriculum leads to ensure careers are well represented within their subjects and that stereotypes are challenged.
- Monitoring and evaluating careers provision and providing support where needed.

Staff are responsible for:

- Providing a high quality, inclusive and diverse careers focus as detailed in mapping.
- Ensuring stereotypes are challenged.
- Ensuring, where appropriate, effective transition to the children's next stages in education.

How are careers embedded into the Hart Primary Curriculum?

STEM Chats

Labour market information shows that STEM careers are one of the main employment sources in our area. Hartlepool is home to large national and international industry in this sector.

STEM Chats are links with professionals that widen children's horizons as to the career options available to them and give them opportunities to find out about what different careers entail and ask questions. Pupils in Year 3 and Year 4 have access to termly STEM Chats whilst pupils in Y5/6 have access to half-termly STEM Chats.

Key Stage One and EYFS Career Focus

Pupils in Key Stage One and EYFS receive at least two visits/ virtual chats per year from representatives from a wide range of careers and local services.

Educational Visits

School have formed effective relationships with local industry providers to enable pupils to gain experience of real work places, find out about career opportunities in their local area and education opportunities and challenge misconceptions about industry. Visits mapped in to our curriculum on a 2-year cycle include PD Ports, EDF Power Station, TTE, Hartlepool College of FE, Hartlepool Sixth Form College and Durham University.

Other visits will be arranged to capitalise on availability and current offer.

Road Maps

Foundation subjects and Science lessons begin with a Road Map that identify future careers that make use of the learning and concepts taught in the particular unit.

Further and High Education

At Hart Primary School, we have formed effective relationships with secondary schools, further and higher education providers. This includes long-standing relationships with High Tunstall College of Science, Hartlepool College of FE, Hartlepool Sixth Form and Durham University. Before leaving us, every child in Hart Primary School will have visited all of the above including a tour of a college at Durham University led by a local student.

Public Speaking

Our explicit Public Speaking curriculum prepares children for later life by supporting them to become confident, articulate speakers who can present to small and large groups.

Pupil Leadership

Hart Primary School offer a multitude of opportunities for pupil leadership.

Opportunities begin in EYFS through to Y6 and include:

Junior Leadership Team, School Council, Pupil Parliament, Digital Leaders, Junior Road Safety Officers, Anne Frank Ambassadors, SSCO Crew, STEM Ambassadors and EYFS Safety Officers. There are various methods of election including JLT and Digital Leaders which are pupil-led through application forms and interviews and School Council by presentations and election.

Monitoring and Review:

- School will continue to review this protocol in light of local labour market information
- This protocol will be reviewed on an annual basis