



KEYINGHAM PRIMARY

Careers Education Policy

Policy Owner (position):	Michael Copley (Headteacher)
Date Approved:	March 2026
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Rationale

“An education that builds literacy and numeracy but omits essential skills leaves 18% of the population with an above-average education level and yet a very low essential skill score. This group has the worst job satisfaction, life satisfaction, and sense of their life being worthwhile. They also earn much less than their peers.” CDI – Career Development Institute

At Keyingham Primary School, our curriculum is designed so that our children learn more and see more so that they can be more. We believe that careers education allows our children to widen their horizons, challenge stereotypes and take their first steps to unlocking their potential. Through an embedded careers curriculum, children learn a variety of key skills, develop work ethic and encourage resilience. They learn about the world of work, and the things which may be expected of them as they grow into adults and they develop their understanding of a range of different pathways and careers available to them.

The CDI Career Development Framework, alongside the Careers Education, Information, Advice and Guidance (CEIAG) formulates the careers curriculum which we offer to students at Keyingham Primary School as part of our “beyond statutory” Pathway Curriculum.

The objectives outlined in the CDI Framework cover 6 main areas:

1. Grow throughout life
2. Explore possibilities
3. Manage career
4. Create opportunities
5. Balance life and work
6. See the big picture

We work to meet these objectives by:

- encouraging children to make links to their future possibilities in all aspects of their wider curriculum through our core school value of curiosity
- helping students to understand the changing world of work
- facilitating meaningful encounters and experiences with rich and varied employers for all students
- supporting positive transitions into next steps of education
- enabling students to develop the research skills to find out about opportunities, careers and different pathways
- helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work/ next stage of education
- developing children’s understanding of employability skills and developing their ability to self-reflect on their strengths that will support them as they move towards the future
- supporting inclusion, challenging stereotyping and promoting equality of opportunity
- contributing to strategies for raising achievement, particularly by increasing motivation

Student’s entitlement:

All students are entitled to be fully involved in an effective CEIAG programme. All year groups will cover careers objectives through the Personal, Social, Health Education (Jigsaw) as well as through bespoke enquiry questions that are woven into our Keyingham Curriculum. All classes will be given opportunities to discuss various careers with a wide range of visitors, to broaden horizons and allow children to develop their understanding of different careers which are available to them. 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; learning about careers and the world of work; and developing career management and employability skills.

During their time here, students will:

- access up-to-date and unbiased information on future learning and training, careers and labour market information
- receive support to develop the self-awareness and career management skills needed for their future
- the whole school learn about the world of work, the job market and the skills needed for the future through other curriculum topics and applying for leadership roles within school
- meaningful encounters with representatives from the world of work; this could be through curriculum study, LYFTA Time, assemblies, careers talks (in or outside lessons), projects and education visits – for example, Dalby Forest where the children make links between their Forest School education and the possible career paths available in forestry, ecology and environmental protection.
- hear from a range of education and training providers, including colleges, universities and apprenticeship organisations; this could include visits and taster days, as well as assemblies, talks and meetings at school
- have the opportunity to relate what they learn in lessons to their life and career beyond school
- have the opportunity to talk through their career and educational choices with staff and their peers

Employer links

Links with employers, businesses and other external agencies continue to grow by developing links with local secondary, college and university; by building on local community connections; as well as through the support of the Local Authority Career Advisors and through the Primary Futures scheme.

Monitoring and evaluation

When monitoring the success of the careers programme, the school considers formal and informal measures, qualitative and quantitative data 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 curriculum development
- gathering informal feedback from external partners and from parents

Career Mark Award

Keyingham Primary School was awarded the Career Mark Award in May 2023, for recognising excellence in careers, employability and enterprise.