

Our Careers Programme

Statement of intent

The main aims of careers provision at Saracens Broadfields are to:

- Prepare pupils for life post-education.
- Develop an understanding of different career paths and challenge stereotypes.
- Develop an understanding of the differences between school and work.
- Inspire pupils to chase and achieve their dreams.
- Support pupils after leaving school.
- Instil a healthy attitude towards work

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1997
- Education and Skills Act 2008
- Apprenticeships, Skills, Children and Learning Act 2009
- Equality Act 2010
- Children and Families Act 2014
- Technical and Further Education Act 2017
- The School Information (England) (Amendment) Regulations 2018
- DfE (2023) 'Careers guidance and access for education and training providers'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Provider Access Policy Statement
- Data Protection Policy
- Records Management Policy
- Child Protection and Safeguarding Policy

Roles and responsibilities

The governing board is responsible for:

- Ensuring that the guidance that is provided promotes the best interests of pupils.
- Ensuring this policy does not discriminate on any grounds.
- Handling complaints regarding this policy as outlined in the school's Complaints Procedures Policy.
- Providing clear advice and guidance to the headteacher on which they can base a strategy for careers education and guidance which meets the school's legal requirements.

Careers leader is responsible for:

- Managing the provision of careers information ensuring information about various careers is drip fed through every lesson linking to our 'Thinking like a..' programme
- Establishing and developing links with employers, education and training providers, and careers organisations. Host different people from different work sectors to come to school.
- Providing pupils with effective careers guidance and supporting social mobility by improving opportunities for all young people.
- Ensuring that pupils from all backgrounds understand their different career pathways, and enabling them to gain the skills, knowledge and experience they require to achieve their career goals.

Teaching staff are responsible for:

- Ensuring careers education is planned into their lessons.
- Promoting careers guidance in the classroom through visual aids and inviting adults from the relevant work sectors.
- Being good role models for their particular area of work or specialism.

- Creating a learning environment that allows and encourages pupils to tackle real life challenges, manage risks and develop skills that can be applied to the workplace through the 'Thinking like a ...'

The Research linking to Primary Education:

'Evidence [shows that children start to form ideas about their future as they start primary school](#). By linking lessons in an age-appropriate way to different careers, training and skills, the programme will bring learning alive and inspire pupils about the world of work. It will also provide opportunities for pupils to meet employers and role models from a range of industries, helping to raise aspirations and link their learning to future skills, jobs and careers.

The primary school scheme will be rolled out across 55 disadvantaged areas of the country where school outcomes are the weakest and have been for some time and delivers on a commitment in the [Schools White Paper](#). It will support more than 600,000 pupils in over 2,200 primary schools, giving them the kick start they need to boost their ambitions, and is backed by £2.6 million.

Minister for Skills, Apprenticeships and Higher Education Robert Halfon said:

To deliver the future workforce that this country needs, it is essential that careers advice and work experience helps young people from all backgrounds to climb the ladder of opportunity.

The changes we are making to boost our careers programme will raise ambitions from an early age for thousands of children in primary schools across the country, while providing opportunities to unlock talent, think about skills, engage with employers and discover different workplaces.

The new primary careers programme will be coordinated by [The Careers & Enterprise Company](#) (CEC), working with Teach First who will provide training and support for primary school teachers in disadvantaged areas to deliver the scheme to their pupils.

Oli de Botton, CEO of The Careers & Enterprise Company said:

I know from my time as a Headteacher how important it is to inspire young people about their future – raising their sights and dispelling stereotypes. Our new primary programme will bring career inspiration to children early in their school life by connecting them with role models and showing them how different subjects relate to jobs.

This programme will develop the skills of teachers to deliver career-related learning in lessons. It will help young people from disadvantaged communities explore the world of work in exciting and meaningful ways, raising aspirations and reducing barriers - encouraging children to dream big." '

Our Careers programme

The school will have its own careers programme in place using the research carried out by the Schools White Paper.

How do we do it?


- Teaching pupils to 'Think like a', our personalised way of pupils to gain disciplinary knowledge.
- Linking curriculum learning to careers
- Encounters with employers, employees and alumni (Year 6 Unit and themed weeks and days)
- Enrichment Programme, where children go out to meet inspirational professionals across London.

1. Teaching pupils to 'Think like a', our personalised way of pupils to gain disciplinary knowledge.

Thinking like a [profession] and teaching disciplinary knowledge explicitly are interconnected strategies that can effectively prepare children for careers in the future. Here's how this approach works:


- **Critical Thinking and Problem-Solving:** When students are encouraged to think like professionals in a specific field or role, they develop critical thinking and problem-solving skills that are highly valued in the job market. This mindset prompts them to analyse problems, seek innovative solutions, and make informed decisions, which are essential skills in virtually any career.
- **Application of Knowledge:** Thinking like a professional in a specific field helps students understand how the disciplinary knowledge they acquire in school is relevant to real-world scenarios. This makes learning more meaningful and encourages them to apply what they've learned in practical situations. This application of knowledge is a key factor in career preparedness.
- **Deep Understanding:** Explicit teaching of disciplinary knowledge ensures that students gain a deep and thorough understanding of the subjects they study. This depth of knowledge is crucial for career success, as it equips them with the expertise required to excel in their chosen fields.
- **Skill Development:** Thinking like a professional often involves developing specialised skills related to that profession. By explicitly teaching disciplinary knowledge, educators can provide students with the foundation and expertise necessary for skill development. This skill-building process is vital for future careers, where specific competencies are often required.
- **Career Exploration:** Encouraging students to think like professionals in various fields exposes them to a wide range of career possibilities. They can explore their interests and aptitudes in different disciplines, helping them make informed decisions about future career paths.
- **Adaptability:** Learning how to think like a professional and mastering disciplinary knowledge fosters adaptability. In a rapidly changing job market, the ability to adapt to new roles, industries, or technologies is a valuable skill that will serve students well throughout their careers.
- **Confidence and Motivation:** When students think like professionals, they develop confidence in their abilities and are more motivated to pursue careers that align with their interests and strengths. Explicit teaching of disciplinary knowledge reinforces this confidence and provides them with a strong educational foundation.

In essence, thinking like a professional and teaching disciplinary knowledge explicitly prepare children for future careers by fostering critical thinking, problem-solving, knowledge application, and skill development. These approaches also encourage career exploration and provide the confidence and adaptability needed to succeed in a dynamic job market. Ultimately, they equip students with the tools to pursue their passions and contribute meaningfully to the workforce of the future. See below for our examples:




Thinking like a historian....

- identify the cause and consequence
- analyse continuity
- analyse changes in the past
- identify similarities and differences
- understand historical significance (explain the reason)
- analyse sources and historic evidence
- analyse historical interpretations



Thinking like a designer....

- understanding the context and user
- describe the purpose of their product
- annotate sketches and diagrams
- apply knowledge on how to work safely
- assemble, join and combine materials
- investigate the background of existing designs.
- formulate step by step plans as a guide to making
- apply accurate measuring, marking out and cutting



Thinking like a theologian (RE)

- Asking exploratory questions
- Observing practices and ways of living
- reading sources of wisdom
- debating
- exploring the emotional and sensory world of religion
- analysing data and statistics
- understanding the various degrees of certainty about religious claims.

2. Linking careers to our curriculum:

Let’s take the Year 1 Drawing Unit in Art and Design as one example:

<p>Building towards..</p> <p>Subsequent years:</p> <p>Year 2: Drawing skills will be needed in printmaking (designing their collagraphs)</p> <p>Year 4: Collage - fine line drawing and pattern</p> <p>Year 6: Graphic Design - typography and composition</p> <p>Careers: Architectural drafter, Fashion designer, Animator, Graphic Designer, Textile designer, Illustrator, Tattoo artist, Interior designer, Industrial designer, Motion graphics designer, Art director, Artist, Art teacher, Landscape architect, caricaturist, Courtroom Sketch Artist</p>

In an education system focused on holistic development and career preparedness, it is imperative that children learn not just the fundamentals of subjects but also gain an understanding of how their learning is relevant to their future careers. This forward-thinking approach aims to equip students with the skills and knowledge they'll need to thrive in the ever-evolving job market. By incorporating discussions on future careers within each lesson, educators are able to establish a clear connection between classroom learning and the real world.

To ensure a well-rounded exposure to various job sectors, curricula are thoughtfully structured to cover a wide array of topics. Every unit is meticulously planned, and a deliberate effort is made to encompass a range of careers. Take, for instance, the study of Roman Britain. The curriculum

surrounding this historical period offers more than just historical insights. Students delve into history, culture, archaeology, and critical thinking, which can be springboards for various career paths. Careers stemming from the study of Roman Britain could include archaeologists, historians, museum curators, or even tourism professionals, as they may cater to people interested in the subject. By introducing these potential career paths during the course, students not only appreciate the rich tapestry of history but also get a glimpse of the real-world applications of their education. This approach empowers them to make informed decisions about their future careers and fosters a deeper appreciation for the subjects they study

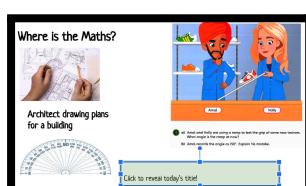
<p>Subsequent years:</p> <p>Year 5:</p> <p>History: Vikings and Anglo Saxons (Invaders and settlers) Medieval Monarchs (compare to Roman emperors)</p> <p>Year 6:</p> <p>History:</p> <p>World War I (outbreak - invasion of Serbia by Austria-Hungary) World War II (outbreak - invasion of Poland by Germany, Germany invaded many countries afterwards)</p> <p>Cold War: USSR / USA influence over central Europe</p> <p>Geography:</p> <p>Globalisation</p> <p>Careers: Archaeologist, Librarian, Researcher, Research Analyst, Architect, Heritage Manager, Ceramicists, Pottery worker, St Albans Abbey tour guide, Verulamium Museum officer, Academic Researcher, links to Latin and Linguistics (law, The classics, Political communication, journalism)</p>

At Broadfields, we employ an innovative teaching method known as the "Where is the Subject" slide to create a strong connection between the subject matter and its real-life applications. This approach ensures that students not only grasp the theoretical concepts but also understand how they are relevant to their everyday lives and future careers.

The "Where is the Subject" slide is a visual aid or instructional tool used in our teaching methodology. It essentially places the subject at the center of the learning process. Whether it's mathematics, science, history, or any other subject, we take the core content and ask the fundamental question: "Where is this subject used in real life?" This question encourages critical thinking and a practical understanding of the subject's applicability.

For instance, in mathematics, when learning about geometry, we would explore how concepts like angles, shapes, and measurements are used in real-world scenarios such as architecture, engineering, or even in everyday tasks like interior design. In science, students would investigate how scientific principles underpin technological innovations, medical breakthroughs, and environmental conservation efforts. In history, the "Where is the Subject" slide prompts students to see how past events and societies have shaped the present and influenced contemporary issues.

By using this method, we ensure that our students don't view subjects as abstract, disconnected ideas but rather as tools that they can use to navigate and excel in their future careers and in solving real-world problems. This approach not only enriches their learning experience but also fosters a deep appreciation for the practical applications of their education, which is a valuable asset as they transition into higher education and the workforce.



3. Enabling encounters with employers, employees and alumni (Year 6 unit)

Engaging with local employers, businesses, and professional networks is a crucial aspect of a well-rounded education, as it helps students understand the practical applications of their learning and exposes them to a variety of potential career paths. At Broadfields School, we prioritise this engagement, and one of the ways we facilitate it is through a Year 6 unit of work in Summer 2.

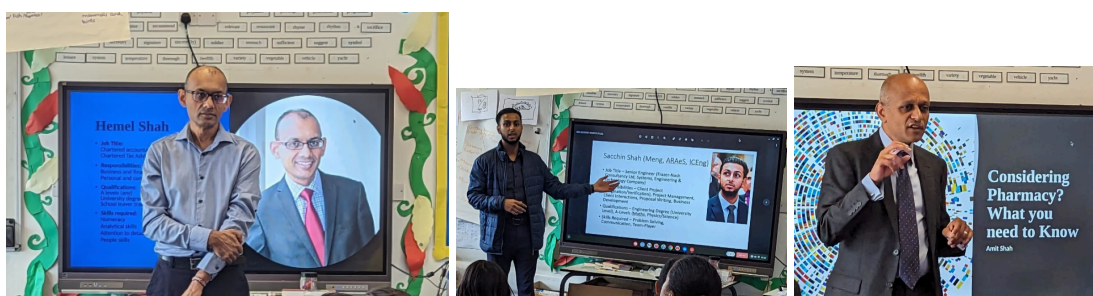
During this specific unit, we actively seek out partnerships with local employers and businesses, encouraging them to participate in the educational journey of our students. This collaborative effort typically involves inviting visiting speakers, with a special emphasis on alumni who can relate to the pupils.

Local Employer and Business Engagement: We reach out to local companies and organisations, inviting their representatives to come to the school and share their experiences and insights with the students. This interaction allows students to understand the real-world applications of the knowledge and skills they are acquiring in their studies. It also provides them with a glimpse of the local job market and potential career opportunities in their own community.

Visiting Speakers: We bring in professionals from various fields, such as STEM, the arts, business, healthcare, and more, to speak to the students. These visiting speakers offer firsthand accounts of their career journeys, the challenges they faced, and the rewards of their chosen professions. This personal touch makes the subjects come alive and provides students with role models and mentors they can look up to.

Alumni Involvement: Inviting alumni to share their experiences is a particularly impactful approach. These former students can relate to the current pupils as they were once in their shoes. Hearing success stories from alumni helps students see that their educational journey can lead to exciting and fulfilling careers. It also strengthens the sense of community within the school.

By implementing these strategies within the Year 6 unit of work, we ensure that our students are exposed to a diverse range of career possibilities and understand the local employment landscape. They can better connect their academic knowledge to practical life, and these interactions can inspire and motivate them as they transition to higher education and make important decisions about their future careers. This approach is instrumental in shaping well-rounded, informed, and motivated individuals ready to take on the challenges of the future.



HSBC (whole school):

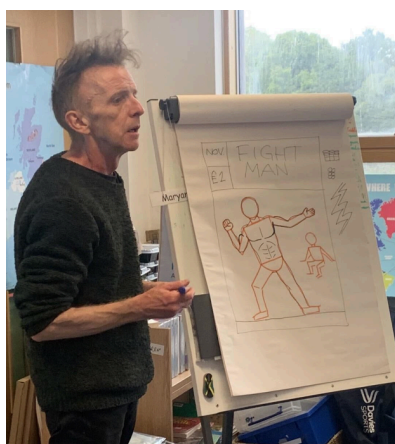
Broadfields works in partnership with HSBC, where their staff deliver workshops annually to every child in the school. Children learn about banking and life skills whilst meeting an employee from the banking sector.

4. Meeting Professionals

At Broadfields, we believe in providing our students with a well-rounded and practical education that extends beyond the confines of traditional classrooms. To achieve this goal, we implement themed weeks and special days, during which professionals from various fields explain how the subjects our children are learning are applied in their careers. This approach enriches our students' learning experiences in several ways:

- **Real-World Relevance:** Themed weeks and days create a bridge between the subjects students study and their real-world applications. By inviting professionals, such as scientists, engineers, artists, or entrepreneurs, to share their experiences, students can directly connect what they learn in class to how it is used in various careers and industries.
- **Inspiration and Role Models:** Meeting professionals who have successfully applied their knowledge and skills in their careers can be incredibly inspiring for our students. It gives them tangible role models to look up to and shows them that their academic pursuits can lead to exciting and meaningful careers.
- **Career Exploration:** Themed weeks and days provide opportunities for students to explore a wide range of professions. They can ask questions, gain insights, and develop a deeper understanding of potential career paths. This exploration can be particularly valuable as students approach the transition to higher education and eventually the workforce.
- **Interdisciplinary Learning:** By exposing students to professionals from various fields, we promote interdisciplinary learning. Students can see how different subjects intersect and complement each other in the real world, fostering a holistic understanding of knowledge.
- **Engagement and Motivation:** Learning from professionals in an interactive and engaging manner can boost students' motivation. They can see the practical relevance of what they are learning and gain a greater appreciation for their education.
- **Community Engagement:** Themed weeks and special days often involve professionals from the local community, which strengthens the school's ties with local businesses and organisations. This can lead to valuable partnerships and internship opportunities for students in the future.

These themed events are carefully integrated into our curriculum to ensure that they align with the subjects students are currently studying. Whether it's a science week, an arts day, or a technology fair, these occasions create memorable learning experiences that leave a lasting impact on our students. They help our students not only acquire knowledge but also develop a deep appreciation for how that knowledge can be applied to shape their future careers and contribute to society.



5. EYFS: People who help us

In Reception, the early years of a child's education are crucial for their foundational development, and at Broadfields, we take a creative and hands-on approach to make learning engaging and memorable. One of the exciting units of study in Reception is focused on "People who help us." This unit serves as a valuable introduction to the world of community helpers and professionals who play essential roles in our society.

During this unit, professionals from various fields, such as firefighters, nurses, police officers, teachers, and healthcare workers, are invited to visit the school. These visits offer several benefits:

- Inspiration: When professionals visit, children have the opportunity to meet and interact with real-life heroes who help others on a daily basis. This interaction can be deeply inspiring for young children, as they get to see role models up close and understand the importance of the work these professionals do.
- Hands-On Learning: The visits are not just passive observations; they are interactive and hands-on experiences. Children often have the chance to pretend to be these inspiring people. For instance, they might dress up as firefighters, try on a nurse's uniform, or participate in a mini "police investigation." This active engagement makes learning fun and memorable.
- Contextual Learning: By interacting with professionals, children can better understand the context in which these helpers operate. It helps them see the direct applications of what they're learning in the classroom, such as the role of numbers in measuring medicine or the importance of reading and writing in communication.
- Community Connection: These visits also strengthen the connection between the school and the local community. It fosters a sense of trust and collaboration between educational institutions and the professionals who serve the community, which can lead to valuable partnerships and resources in the future.
- Career Exploration: For some children, these experiences can ignite a curiosity about future careers. They may develop an interest in becoming doctors, firefighters, or police officers. Early exposure to these possibilities can help shape their aspirations.

By incorporating these visits into the "people who help us" unit in Reception, we aim to create a well-rounded and immersive educational experience. The children not only learn about various professions and community helpers, but they also get to step into their shoes temporarily, fostering a deeper understanding of the roles these professionals play in our lives. This approach not only enhances early childhood education but also instils in children a sense of community, empathy, and curiosity about the world around them.

6. Enrichment Programme:

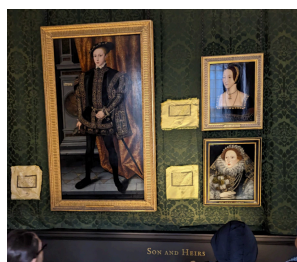
At Broadfields, our commitment to providing a well-rounded and enriched educational experience extends beyond the classroom. We have organised a comprehensive enrichment programme that includes exciting field trips and encounters with notable individuals and institutions, allowing our students to broaden their horizons and gain unique insights into various aspects of life and learning.

- Visiting MPs at the Houses of Parliament: Our students have the incredible opportunity to visit the Houses of Parliament and meet with Members of Parliament (MPs). This firsthand experience of the political process offers a valuable understanding of governance, democracy, and the role of elected representatives. It also encourages civic engagement and awareness.

- Meeting World-Famous Authors: Encounters with world-famous authors provide students with a special insight into the world of literature and creativity. These interactions inspire a love for reading and writing, and students can ask questions, gain writing tips, and learn about the creative process from those who have achieved literary success.
- Exploring Chelsea Football Club: Visiting renowned sports institutions like Chelsea Football Club allows students to immerse themselves in the world of sports, teamwork, and athletic excellence. They can learn about the history of the club, its achievements, and perhaps even gain exposure to potential careers in the sports industry.
- Discovering Hampton Court Palace: Trips to historic sites like Hampton Court Palace offer students a glimpse into the past and the opportunity to explore rich historical contexts. It helps them understand the importance of history and heritage, while also providing inspiration for learning about different time periods and cultures.
- Engaging with the Science Museum: The Science Museum is an exceptional place for students to explore science, technology, engineering, and mathematics (STEM) concepts. Through interactive exhibits and hands-on activities, students can witness the real-world applications of what they study in science and mathematics classes.

These experiences are carefully integrated into our enrichment program, aligning with the subjects students are learning and the skills they are developing in school. These opportunities not only offer educational enrichment but also provide inspiration, motivation, and a more comprehensive understanding of the world.

These field trips and encounters are meant to instil a sense of wonder, curiosity, and appreciation for the various facets of life and learning. They help students see how the knowledge and skills they acquire in school have real-world applications and open doors to a world of possibilities in terms of careers, interests, and personal growth.



7. SEND Provision:

At Broadfields, inclusivity is at the heart of our educational philosophy, and we take immense pride in providing a supportive and diverse learning environment. Central to this commitment are our Special Educational Needs (SEN) provisions, which are designed to cater to the unique needs and potential of every child.

We recognise that every student has distinct abilities and requirements, and our SEN provisions are tailored to address these needs comprehensively. One essential aspect of our SEN provisions is the implementation of dedicated life skills and career programs customised to meet the specific needs of these children.

1. Life Skills Programme: Our SEN life skills programme is designed to equip children with the essential skills required for daily life and independent living. These skills include personal hygiene, effective communication, self-care, problem-solving, and social interactions. The program is structured to empower students with the tools they need to navigate their daily routines and engage with the world around them confidently.

2. Bespoke Careers Programme: The bespoke careers programme for SEN students is created with a focus on their individual interests, abilities, and goals. It takes into account their unique learning styles and challenges, providing tailored guidance and opportunities. This program aims to foster a sense of purpose and career readiness among these students, helping them explore potential career paths and build the skills needed to pursue their aspirations.

Our commitment to inclusivity means that we work closely with students, their families, and dedicated professionals to ensure that SEN provisions are continuously adapted and optimised to meet evolving needs. By offering specialised life skills and careers programs, we strive to provide SEN students with the resources and support necessary to lead fulfilling lives and reach their full potential. In doing so, we uphold our belief that every child, regardless of their individual challenges, should have the opportunity to thrive and grow within our educational community.

