Career Related Learning

2026-27

Written by Paula Dickenson
October 2026

To be updated September 2027

1. Vision

At Beech Hill Primary School, we want every child to develop a broad understanding of the world of work and the many different careers available to them. We want children to be excited about their futures and the opportunities available to them. We provide a wide range of opportunities for children to develop their character, discover their strengths and build the skills, confidence and aspirations they need for their future.

Our Careers Related Learning (CRL) programme aims to:

- broaden children's understanding and experience of different jobs and careers;
- challenge stereotypes and help children understand that careers are open to everyone;
- provide opportunities for children to meet and learn from people working in a range of careers;
- develop children's awareness of the skills, qualities and knowledge needed for different jobs;
- help children recognise and develop skills that they can apply both in school and in their future lives;
- encourage children to identify their own interests, strengths and talents;
- develop aspirations and encourage children to see the connection between learning in school and their future;
- help children understand the contribution that different jobs make to our local community and wider society;
- ensure that all children, regardless of background or circumstance, have opportunities to learn about a wide range of future pathways.

2. What is Careers Related Learning?

Careers Related Learning at primary school is about developing children's awareness of the world of work and helping them to understand the relationship between what they learn in school, the skills they develop and their future lives. Children will encounter careers through visitors, assemblies, trips, workshops, online opportunities, curriculum learning and links with local employers, colleges and universities.

3. Careers Related Learning Programme

Beech Hill Primary School will provide a progressive programme of careers-related learning and experiences throughout the year, helping children to develop their understanding of the world of work, future pathways, and the skills and qualities needed for employment.

3.1 Careers Assemblies

Children will take part in regular careers-related assemblies and activities throughout the year. These may include visiting speakers, staff sharing their career experiences, exploring different careers and sectors, learning about local employers, and identifying the skills and qualities required for different roles. Visitors will be encouraged to share information about their role, career journey, skills and qualifications, and the contribution their work makes to others. Children will have opportunities to ask questions and reflect on their learning.

3.2 Online Opportunities

Children will have regular opportunities to explore careers through age-appropriate online resources, including virtual events, employer and university webinars, career videos and information about different sectors, pathways and emerging careers.

3.3 Workshops with Local Employers
The school will develop links with local employers and organisations to provide practical careers-related workshops. These may include problem-solving, STEM, enterprise, creative and design activities, teamwork and communication challenges, and opportunities to explore how school subjects are applied in the workplace.

3.4 Links with Colleges and Universities

The school will engage with local colleges and universities to broaden children's understanding of further education, training and future opportunities. Children may participate in visits, workshops, outreach programmes and activities with staff and students, helping to raise aspirations and develop an understanding of different courses, pathways and careers.

3.5 National Careers and Apprenticeship Weeks

Beech Hill Primary School will participate in National Careers Week and National Apprenticeship Week to celebrate and raise the profile of Careers Related Learning across the school. Activities may include assemblies, visiting speakers, careers-themed lessons and challenges, role play, books, displays and curriculum activities. Children will be introduced to a range of education, training and employment pathways, including apprenticeships, in an age-appropriate way.

4. Careers in the Curriculum
Careers Related Learning will be embedded across the curriculum rather than being viewed as a separate subject. Teachers will make explicit links between children's learning and the world of work wherever appropriate, considering things such as "who uses this knowledge or skill in their job?" and

“where might this learning be useful in the future?".

5. Careers Through Educational Visits

Careers-related learning will be incorporated into school trips and educational visits wherever appropriate. Before, during or after a visit, children may be encouraged to consider:

- What jobs have we seen?
- Who works here?
- What does each person do?
- What skills do they need?
- What equipment do they use?
- What subjects might help someone do this job?
- What other careers might be connected to this place?

Teachers will aim to make careers links explicit as part of the preparation, experience and follow-up to educational visits. Where possible, children will visit local workplaces and community organisations to gain first-hand experience of the world of work.

6. Developing Skills for the Future

Careers Related Learning will help children recognise that the skills they develop in school are valuable beyond the classroom, which links in well with our work on ‘character’. We will explicitly develop and celebrate skills such as:

- communication;
- teamwork;
- problem solving;
- creativity;
- resilience;
- organisation;
- independence;
- listening;
- leadership;
- curiosity;
- adaptability;
- responsibility;
- perseverance.

7. Challenging Stereotypes

The school will provide children with opportunities to meet people from a wide range of backgrounds and careers. We will challenge assumptions about who can do particular jobs and encourage children to understand that:

- careers are not restricted by gender;

- people can develop and change their careers;
- there are many different routes into employment;
- people use a wide range of skills in their jobs;
- every career has value and contributes to society.

Books, visitors, videos and classroom resources will be selected, where possible, to present diverse role models and a broad range of career opportunities.

8. Careers Displays and Resources

Careers will be made visible around the school through displays, books, photographs and examples of children's learning.
Displays will include:

- Career of the Month;
- photographs of visitors;
- information about local employers;
- careers linked to school trips;
- examples of skills used in different jobs.

The school will maintain an accessible collection of careers-related resources for teachers and children.

9. Recording and Monitoring

The Careers Leader will maintain an overview of Careers Related Learning opportunities across the year. Teachers will record significant careers-related experiences so that the school can monitor children's exposure to a broad range of careers over time. The programme will be reviewed regularly to ensure that children experience a wide and varied range of careers, sectors, employers and pathways.

11. Inclusion and Equal Opportunities

All pupils at Beech Hill Primary School will have access to Careers Related Learning opportunities. We will consider the needs of individual children when planning activities and make reasonable adjustments where necessary.
We recognise that children's experiences outside school can vary significantly. Our programme therefore aims to ensure that all children have opportunities to meet people from different careers, learn about workplaces and develop aspirations, regardless of their background or personal circumstances.

12. Roles and Responsibilities

Headteacher

The Headteacher has overall responsibility for ensuring that Careers Related

Learning is embedded within the school's curriculum and wider provision.

Careers Related Learning Lead

The Careers Related Learning Lead will:

- coordinate the school's careers programme;
- develop relationships with employers, colleges and universities;
- maintain the annual careers programme;
- identify opportunities for pupils;
- support staff in making curriculum and trip-related careers links;
- monitor participation and coverage;
- evaluate the impact of the programme.

Teachers

Teachers will:

- incorporate careers links into curriculum learning;
- identify appropriate careers linked to topics and subjects;
- support children to recognise the skills they are developing;
- prepare children for careers visitors and workshops;
- provide opportunities for children to reflect on careers experiences.

Parents, Carers and the Wider Community

Parents, carers and members of the local community will be encouraged to contribute to the programme by sharing their experiences, skills and knowledge of different careers.

13. Evaluating Impact

The impact of Careers Related Learning will be evaluated through:

- pupil voice;
- teacher feedback;
- participation in careers activities;
- children's ability to name and describe a range of careers;
- children's understanding of skills needed in different jobs;
- children's ability to make links between school learning and careers;
- children's awareness of different education and training pathways;
- children's aspirations and understanding of the range of opportunities available to them.

We will use pupil voice and staff feedback to identify gaps in children's experiences and to inform future planning.

Written by Paula Dickenson
October 2026