

## Norwich – Primary Careers Governor Role

Norwich Opportunity Area would like to support primary schools to improve their programme of career related learning through the introduction of a named Careers Link for a school governor or trustee.

In most cases this role would be completed by an existing school governor or trustee.



We envisage the Careers Link role could include:

- Understanding what the school is already doing to start to prepare pupils for the world of work and understanding a wide range of career pathways through age appropriate activities.
- Supporting school staff who are taking a lead for careers education and activities, support could include:
  - Facilitating partnerships with local businesses
  - Using local networks to recruit volunteers to support the delivery of curriculum learning that can be brought to life through exploring the world of work
  - Ensuring school are aware of and taking advantage of all existing offers of support and opportunities that can add value
  - Linking with existing community assets and organisations who may be able to support with activities outside of school to develop skills, aspirations, resilience and increase awareness of opportunities.
- Sharing with the governing body and school staff the importance of career related learning from an early age, sharing best practice approaches with other primary Careers Link governors and Careers Governors in secondary schools.
- Reviewing how transition arrangements with secondary feeder schools could involve career learning.
- Reporting back to the governing body on how the school's careers education and guidance is contributing to the school's strategic policies and to pupil's learning and career decision making.
- Championing the importance of careers inspiration activities at a young age with local business networks as part of committing to the development of their future workforce.

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Support for primary Careers Link governors could include:

- Participation in local community networks to improve links and collaboration with community, voluntary, cultural and support organisations in your area.
- Training in best practice approaches to delivering career related learning in primary schools and sharing existing resources and tools.
- Links to New Anglia LEP for resources around local growth sectors and labour market information
- Peer support from other primary Careers Link governors and Careers Governors in secondary schools.
- Training to make best use of existing online portals to find local volunteers to participate in career related learning activities.

## Background Information: Career Related Learning in Primary Schools

### Why is careers activity important at primary age?

Between the ages of 6 – 8, most children start to develop gendered ideas about careers. These stereotypes follow them into the world of work. By the time they're 10, they've typically begun assigning social value based on ideas about social class and intelligence. They internalise long-lasting assumptions about what opportunities are available to them. They start to abandon fantasy careers, becoming more aware of potential constraints on their futures. Careers Related Learning gives pupils the opportunity to explore and practise non-academic skills like empathy, communication and resilience, preparing them for the transition to secondary education and working life.

### What research supports this?

The effect of Career Related Learning on the decisions, aspirations and attitudes of primary aged children has been widely documented, key research findings are listed below.

- The role senior leaders and teachers can play in embedding CRL: [Career-related learning in primary - the role of primary teachers and schools in preparing children for the future.](#)
- [Career Ambitions already limited by the age of seven.](#)
- See sector guidance on good quality career education, such as the [CDI Careers Framework](#) or the [Quality in Careers Standard](#).
- Stereotyping and the way children view the world of work: [Envisioning the future of work](#) or [Drawing the Future](#).
- For more about the importance of age-specific careers advice, see this piece of research from LKMco about the importance of [making careers education age appropriate](#).

### What support and resources can school access?

- The Careers & Enterprise Company published a report identifying six key learnings for career-related learning at primary level: [Career-related learning in primary schools - What works?](#)
- Norwich OA funded activity offers primary schools work of work activities such as, career insight talks, career carousels, dragon's den activities and challenges: <https://norwichopportunityarea.co.uk/primary-schools-world-of-work-activity-2/>
- The Skills Builder Partnership provides a toolkit for primary schools with a framework for building essential skills: <https://www.skillsbuilder.org/toolkit-schools-primary>
- DfE have published a primary age Activity Passport for children under 11: <https://www.gov.uk/government/publications/my-activity-passport>
- Primary Futures is a matching website designed to connect primary schools with inspirational, diverse volunteers from a range of careers, who can come into school to talk to children about their jobs and show how what they are learning at school can lead to an interesting, exciting future - <https://primaryfutures.org/schools/>
- Norfolk County Council run the [Children's University passport scheme](#) which aims to inspire young people aged 4-14 to discover innovative and creative learning outside the normal school day.
- Norwich City Council run a sharing website to support local organisations and individuals to share space, skills, stuff, activities and resources - <https://www.lumi.org.uk/>