

Hanley St Luke's Church of England Academy

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Careers Education Policy

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Governor/Committee (where applicable)	Mr Andrew Wragg

Our School Vision:

"I have come that they may have life and have it to the full."

(John 10:10)

Our Mission:

At Hanley St Luke's, we are rooted in love and guided by faith. We nurture every child to live life to the full. By showing *honesty, courtesy, kindness, perseverance, and respect*, we create a safe, supportive, and inclusive environment where every child can grow academically, spiritually, and emotionally.

Our school is committed to nurturing a community built on strong Christian values, where every child is encouraged to grow both personally and academically. Through honesty, we promote truthfulness and trust; through courtesy and respect, we foster a culture of care and understanding; through kindness, we encourage compassion and forgiveness; and through perseverance, we inspire resilience and determination. Guided by these values and the teachings of Scripture, we aim to create a safe, supportive environment where all members of our school community can flourish and become thoughtful, responsible individuals.

Honesty

"You must be truthful with each other, because we are all part of the same body."

Ephesians 4:25

Courtesy

"Show proper respect to everyone, love others, honour God."

1 Peter 2:17

Kindness

"Be kind and compassionate to one another, forgiving each other, just as God forgave you."

Ephesians 4:32

Perseverance

"Let us not become tired of doing good. At the right time we will gather a harvest—if we don't give up."

Galatians 6:9

Respect

"In everything, do to others what you would want them to do to you."

Matthew 7:12

At Hanley St Luke's CofE Academy, our approach to careers education is rooted in our Christian vision inspired by *John 10:10*: "I have come that they may have life, and have it to the full." We believe that every child is uniquely created in the image of God, with individual gifts, talents and a purpose to fulfil. Our role is to nurture and develop these qualities so that all pupils can flourish and live life in all its fullness.

Through our careers provision, we aim to raise aspirations and help pupils recognise their God-given potential. We encourage children to explore how their skills and interests can be used to serve others and contribute positively to the wider community. By providing meaningful experiences, strong role models and an inclusive curriculum, we support every pupil to overcome barriers, build confidence and develop a sense of ambition for their future.

Our values-led approach ensures that pupils grow not only in knowledge and skills, but also as compassionate, responsible individuals who are prepared for the opportunities and challenges of the modern world. In doing so, we enable all children to aspire, achieve and thrive, living out our Christian vision in their future education, careers and lives.

Introduction

At Hanley St Luke's Church of England Academy, we are committed to inspiring and preparing our pupils for their future pathways. Through a broad, balanced and engaging curriculum, we aim to raise aspirations, broaden horizons and ensure that every child understands the wide range of opportunities available to them. Our careers provision begins in the early years and is embedded throughout school life, enabling pupils to develop ambition, resilience and the key skills needed for future success in an ever-changing world.

School Context and Demographics

Hanley St Luke's CofE Academy is situated in Stoke-on-Trent and serves a diverse and vibrant community. Our pupil population reflects a range of backgrounds, experiences and needs, which directly informs our approach to careers education. A significant proportion of pupils come from economically disadvantaged backgrounds, making it particularly important that we widen opportunities and raise aspirations. The school community includes pupils from a range of cultural and social backgrounds, as well as those with special educational needs and disabilities (SEND), all of whom require inclusive and carefully tailored provision. Many of our pupils may have limited access to professional networks or exposure to a wide range of careers beyond their immediate environment. As a result, we are committed to providing meaningful encounters with employers, ensuring exposure to a broad range of career pathways, challenging stereotypes and supporting every child to aspire, believe and achieve.

Aims and Objectives

Our careers education programme is designed to raise aspirations, challenge stereotypes and provide pupils with knowledge of a wide range of careers, professions and vocational pathways. We aim to develop key employability skills such as teamwork, communication, problem-solving and resilience, while ensuring that pupils understand the relevance of their learning to real-world opportunities. We are committed to promoting equality of opportunity so that all pupils, regardless of their background, can access and benefit from careers education.

Curriculum Drivers and Careers Education

At Hanley St Luke's, our careers provision is underpinned by our six curriculum drivers: ***I Achieve, I Discover, I Explore, I Decide, I Plan and I Focus***. These drivers ensure our pupils develop strong academic knowledge alongside the skills, values and attitudes they need to succeed in life.

Through these drivers, children are encouraged to aim high and take pride in their achievements (*I Achieve*), explore new opportunities and career pathways (*I Discover* and *I Explore*), make informed choices about their future (*I Decide*), understand the importance of preparation and aspiration (*I Plan*), and develop resilience and determination (*I Focus*). These principles are embedded across our careers provision and support pupils in developing the confidence and mindset needed for future success.

Our curriculum drivers are closely linked to our careers education through high expectations in English and STEM, opportunities for leadership, exposure to careers and enrichment activities, outdoor learning experiences, and a strong focus on attendance and behaviour. This ensures that pupils are supported to make positive choices, discover their strengths and plan for their future. Rooted in our Christian vision, our curriculum enables all children to flourish, achieve their potential and live life to the full.

Careers Provision

Careers education is embedded across our curriculum. All foundation subjects include a clear career focus within lessons or units of work, ensuring that pupils are regularly exposed to different professions and vocational pathways. Teachers make explicit links between classroom learning and real-world applications, helping children to understand how the knowledge and skills they develop in school relate to future employment opportunities.

We place a strong emphasis on financial literacy education to prepare pupils for real-life responsibilities. Through age-appropriate learning across mathematics, PSHE and enrichment opportunities, pupils develop an understanding of money management, saving, spending, budgeting and the value of work. This ensures that pupils are equipped with the foundational knowledge they need to make informed financial decisions in the future and understand the economic aspects of different career pathways.

We are also committed to delivering a forward-thinking **Next Generation (Next Gen) curriculum**, ensuring that our pupils are prepared for a rapidly evolving world shaped by technology and artificial intelligence. Through this approach, pupils develop digital skills, critical thinking, adaptability and problem-solving, equipping them to confidently navigate and succeed in a future workforce influenced by AI and technological advancement.

We place a strong emphasis on developing essential life skills through our use of the Skills Builder Framework ([Skills Builder Global](#)), enabling pupils to develop competencies such as listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork. To further enhance our provision, we subscribe to and use MyPath Unlimited (<https://mypathunlimited.com/sign-in/>), which provides pupils with engaging, age-appropriate careers content and supports structured careers-related learning.

A key feature of our provision is our annual Careers Week, where pupils engage with a range of professionals and employers through workshops and activities. This includes a focus on opportunities within Stoke-on-Trent and the surrounding area, helping pupils understand local career pathways while broadening their aspirations.

We have strong links with external companies and partner organisations, including local businesses and community groups. These partnerships provide pupils with valuable insight into the world of work and enhance the quality of our careers education. Pupils also benefit from a range of enrichment opportunities, including workshops, employer visits, project-based learning and extra-curricular activities, all designed to build confidence, develop skills and raise aspirations.

Gatsby Benchmark Alignment

Our careers provision aligns with the Gatsby Benchmarks, adapted for a primary setting. We provide a stable and structured careers programme embedded across the curriculum. Pupils are introduced to careers and labour market information through lessons, MyPath and Careers Week, with a focus on local opportunities. We ensure inclusive provision that meets the needs of all pupils and actively challenge stereotypes. Curriculum learning is consistently linked to careers, particularly within foundation subjects. Pupils regularly encounter employers and professionals through events and partnerships. Although workplace experiences are adapted for primary pupils,

we provide meaningful alternatives such as virtual engagement, employer-led sessions and real-life project work. Pupils are introduced to future pathways including further education and apprenticeships and are supported through ongoing guidance to reflect on their interests and aspirations.

Inclusion and Equal Opportunities

We are fully committed to inclusion and equality of opportunity. All pupils have access to careers education and enrichment activities, and we ensure representation of diverse careers and role models. We support pupils in overcoming barriers and maintain high expectations for every child.

Roles and Responsibilities

The Senior Leadership Team ensures that careers education is prioritised and embedded across the school. Subject leaders incorporate careers links within curriculum planning, while teachers deliver careers-focused learning in the classroom. External partners support the school by providing valuable experiences and insights for pupils.

Monitoring and Evaluation

The effectiveness of our careers provision is monitored through curriculum reviews, pupil voice, evaluation of Careers Week and regular review of partnerships and platforms such as MyPath. This ensures continuous improvement and impact.

Review

This policy will be reviewed annually to ensure it remains relevant and continues to meet the needs of all pupils.

Conclusion

At Hanley St Luke's CofE Academy, we are dedicated to equipping pupils with the knowledge, skills and inspiration they need for the future. Through a carefully planned and embedded careers programme, strong partnerships, a focus on financial literacy and a forward-thinking Next Gen curriculum, we ensure that every child is supported to aspire, achieve and thrive, living life in all its fullness.