

Careers Related Learning in Primary: The Governors Role

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THE CAREERS &
ENTERPRISE
COMPANY



Welcome & Introductions

Learning Outcomes

- **Who:** understand the Careers Lead Governor role in Primary school's;
- **Why:** this role is important;
- **What:** identify the key knowledge and understanding a governor requires to have greatest impact;
- **How:** understand and maximise the Link Governor role; and find out available resources

Life Ready introduction

2012: Schools were given statutory responsibility for providing careers information to students, Solihull Council developed the [Step Up](#) project; encouraging local businesses to work with schools in the borough to inspire young people and help shape their skills, experiences and attitudes.



2014: A group of school leaders in Solihull from Early Years through to Key Stage 5 (16-18 year olds) began working on a project with an emphasis on employability skills and transition—this became known as **'Life Ready'**. Through support from Solihull Council's Employment & Skills Team the group of school leaders developed a [Primary](#) and [Secondary](#) 'Life Ready' toolkit for schools to use to help with embedding employability skills into the curriculum and to make careers links with employers more explicit.



2015: The [Careers & Enterprise Company](#) was established by the Department for Education to help link secondary schools and colleges to employers. 'Life Ready' is the local delivery for the Careers & Enterprise Company's Enterprise Adviser Network for the secondary schools and colleges. The [primary programme](#) continues to be supported by Solihull Council's Employment & Skills Team.



2019: Solihull was successful in a bid to become a 'Careers Hub' as part of the second wave of expansion through the Careers & Enterprise Company. Working through a partnership approach with schools, colleges, employers, local enterprise partnerships and other local organisations, Careers Hubs have a proven track record of accelerated levels of support and improvement in young people's career development.



The Life Ready project and Careers Hub progress is reported into the Solihull Employment & Skills Board which is chaired by Paul Thandi, Chief Executive of the NEC Group.

Lead Governor for Careers: Who?

“Governors should be ambitious for all children and young people” DfE Guidance

- Genuine enthusiasm for careers education
- Good business links
- Unafraid to challenge – a critical friend
- Has young people at the fore
- Ambitious for the school and young people

Lead Governor for Careers

It is best practice that each school has a Lead Governor for careers.



Role of Link Governor

The role of the Link Governor could include:

- Supporting the member of staff at the school who has responsibility for careers guidance by arranging regular meetings;
- Reporting back to the Governing Board on how the school's careers guidance is contributing to the school's strategic priorities;
- Reporting back to the Governing Board on how the school's careers guidance is contributing to pupils' learning;
- Facilitating the appointment of people from the business community as school governors or associate members;
- Facilitating partnerships with local businesses.

Governor Engagement: Why?

- To support strategic collaboration in developing the school's Careers Related Learning strategy;
- To bring an awareness of needs and expectations from different perspectives;
- To bring knowledge –Labour Market Information, strategic skills, contacts/networks;
- To take an interest in careers and to encourage key stakeholder engagement;
- To challenge

What should you understand and be aware of as a lead Governor for careers

- Have a good understanding of the Careers Strategy and be aware of the statutory duties
- Understand Ofsted requirements and links to careers
- Appreciate the role of the governor in supporting careers
- Feel supported in challenging your school leaders on this agenda

Government Careers Strategy

- In December 2017, the government published its [Careers Strategy](#) which *“aims to meet the skills that the country needs on the whole by connecting the worlds of education and employment.”*
- For the first time the Careers Strategy mentioned careers in a primary setting.
- *“We want to learn more about what works so that children can develop positive attitudes about work from an early age and make sure that primary schools have access to the tools they need to understand how they can start to build activities with employers into their lessons.”*

Government Careers Strategy

- During the 2019/20 academic year the Government have been testing what careers activities are appropriate and work well in primary schools.
- The 12 month funded pilot included the development of an online platform for Primary: <https://primary-careers.careersandenterprise.co.uk/>

What: Statutory Responsibility

The Governing Body should ensure that the school complies with its statutory responsibilities (secondary schools):

- 1.The appointment of a Careers Leader
- 2.Compliance with the Baker Clause
- 3.The publishing of policy statements on the school's website
- 4.Commitment to the delivery of independent and impartial advice

What: Ofsted – 4 key judgement areas

1. Quality of Education:
2. Behaviour and attitudes:
3. Personal Development
4. Leadership and management

<https://www.gov.uk/government/publications/education-inspection-framework>

<https://www.careersandenterprise.co.uk/schools-colleges/resources-careers-leaders>

Ofsted: Quality of Education

- Curriculum is *“coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment.”*
- This is reinforced as inspectors are asked to look at impact (learners are ready for the next stage of education, employment or training).

Success criteria:

- A whole school curriculum map, highlighting explicit opportunities for the development of Life Ready outcomes
- Planned Life Ready opportunities are age appropriate
- An effective recording system, to track and monitor pupil progress against the Life Ready outcomes

Ofsted: Behaviour & Attitudes

- *“Learners’ attitudes to their education and training are positive. They are committed to their learning, know how to study effectively and do so, are resilient to setbacks and take pride in their achievements.”*

Success criteria:

- Evidence where the Life Ready programme may contribute to improved attendance, etc.
- Case studies/celebrating pupil achievements within the Life Ready programme

Ofsted: Personal Development

- *“All learners receive unbiased information about potential next steps and high-quality careers guidance. The school provides good quality, meaningful opportunities for learners to encounter the world of work.”*

Success criteria:

- Pupils have access to a wide, rich set of Life Ready experiences. Planned Life Ready activities provide opportunities for pupils to develop their talents and interests.
- The range of Life Ready opportunities, activities and employer encounters promotes diversity in the workplace

Ofsted: Leadership & Management

- *“Leaders have a clear and ambitious vision for providing high-quality, inclusive education and training to all.”*
- *“Leaders engage effectively with learners and others in their community, including - where relevant – parents, carers, employers and local services.”*

Success criteria:

- The Life Ready framework is known and understood by all stakeholders and is embedded into the school’s vision and ambition for all pupils
- There is a planned programme of employer engagement opportunities in place, across all key stages, providing pupils with a rich and varied exposure to the world of work
- There is a designated lead governor for the Life Ready curriculum, who supports the SLT in monitoring provision and evaluating the impact on pupil outcomes

How: Maximising the role

- Scheduling regular (termly) reports/meetings with Life Ready lead (*and Enterprise Adviser if applicable*) to ensure a co-ordinated approach:
 - meeting to include progress update against the Primary Life Ready Audit tool
 - Oversight of the Life Ready plan – opportunities for employer engagement/planned activities
 - Career Related learning – links in the curriculum
- Annual Governor presentation/briefing (ideally in the Autumn term):
 - Vision, aims and objectives of Life Ready plan
 - to explore how the school Development Plan is supporting Life Ready progress and Careers Related Learning is embed in the curriculum
 - Evaluation (feedback of programme)
- Support with presentation of programme and evaluation
 - Website presentation
 - Feedback of programme

How: six principles proven to work

1. Involve employers and parents
2. Start early
3. Ensure activities are personalised and relevant to age groups
4. Embed into the curriculum
5. Embed in a whole school approach and driven by senior leaders
6. Open to all

<https://www.careersandenterprise.co.uk/our-research/career-related-learning-primary-what-works>

How: Available Resources

- [CEC A guide for School Governors](#) – in particular the prompt questions section (can be adapted for Primary use)
- [CEC Careers Leader free online training](#) – secondary focussed but is split into modules and Gatsby Benchmark 1 and 4 are most suitable for primary
- [Governors for Schools](#)
- [National Careers Week Governors Handbook](#)
- [Career Development Institute](#) – range of webinars including for Governors
- [Life Ready portal](#)
- [CEC Primary Platform](#)

Potential starting points

Top tips:

- Build relationships – Life Ready lead/ SLT/ Headteacher/ Enterprise Adviser
- Key school dates (Life Ready activities, SLT meetings)
- Review Life Ready audit and Life Ready plan
- Schedule in regular meetings with school's Life Ready lead

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Any Questions?

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