



Careers & Aspirations Policy

June 2026

Introduction

At Hummersea, we aim to broaden our children's horizons and ensure they are prepared for future life, with high aspirations for their future careers. Effective careers education and support help pupils to:

- become self-assured, confident and optimistic about their futures, becoming motivated and inspired to learn;
- develop the resilience to take calculated risks and deal appropriately with disappointments, setbacks and challenges;
- prepare for the opportunities, responsibilities and experiences of adult life;
- make informed decisions and manage transitions as learners and future workers.

As opportunities for young people become increasingly varied and complex, it is vital that we support them in developing the knowledge and skills they need to make informed choices about their futures. As a result, careers education is designed to complement the wider school curriculum.

This policy sets out how careers-related activities are delivered at Hummersea and explains what pupils, parents/carers, staff and governors can expect from the careers programme.

Our Aims

We aim to:

- inspire children to think about their futures and raise aspirations for all;
- develop and encourage ambition towards future careers;
- help children understand the skills and attitudes needed to succeed in the world of work;
- challenge stereotypes and preconceptions related to background, gender and diversity;
- develop self-evaluation skills and support children in planning for the future;
- develop an understanding of employment-related vocabulary.

As part of our careers education programme, we aim to further develop our children's employability skills in preparation for future careers.

These skills include:

- Problem solving
- Leadership
- Listening
- Speaking
- Creativity
- Staying positive
- Aiming high
- Teamwork

National Careers Week

Each year, the school takes part in National Careers Week. The week includes a range of activities which may include guest speakers in assemblies, workshops, additional careers lessons and careers talks.

Link to Hummersea Values and the Hummersea Skills Curriculum

One of our core values is to '**Be aspirational**'. As part of the children's learning, each year group has an objective and a skill linked to being aspirational that they work on throughout the term. These are linked to a specific career (see the Hummersea Curriculum Map).

Development of this core value is also encouraged through our weekly focus in achievement assemblies, where children can be rewarded for demonstrating how they have been ambitious with their work or activities in school or as part of outside of school activities.

Management and Staffing

Our careers education programme is overseen by the Careers Champion, Building Our Futures and the Headteacher. Learning is delivered through school staff, external visitors, workshops and Building Our Futures.

Employer Links

Links with employers, businesses and other external agencies continue to grow through Primary Futures, by developing relationships with local secondary schools, colleges and universities, by building on local community connections and through the support of Local Authority Careers Advisers.