



Hylton Castle Primary School

Careers and Personal Development Long Term Programme

Through careers and personal development education at Hylton Castle Primary, we aim to:

- Broaden pupils' horizons, raise aspirations, and prepare them for the next stage of their education.
- We provide children, parents, and carers with the information and opportunities needed to explore future options in education, training, and employment, while challenging stereotypes and highlighting the wide range of pathways available to everyone.
- Through meaningful encounters with employers, education providers, visitors, and educational visits, pupils develop confidence and essential employability skills such as responsibility, determination, creativity, and ambition.
- Our programme supports children in recognising their strengths, making informed decisions, and approaching their future education and working lives with confidence.
- The programme actively challenges gender, disability, cultural and socio-economic stereotypes associated with careers and aspirations.

Primary Benchmarks

Benchmark 1: A stable careers and personal development programme

Benchmark 2: Learning from career and labour market information (LMI)

Benchmark 3: Addressing the needs of each pupil

Benchmark 4: Linking curriculum learning to careers

Benchmark 5: Encounters with employers and employees

Benchmark 6: Experiences with workplaces

Benchmark 7: Encounters with further and higher education

Benchmark 8: Personal guidance

Careers and Personal Development education at Hylton Castle Primary School is underpinned by the eight Primary Benchmarks developed as part of the Primary Pilot.

These benchmarks and their characteristics have informed the content of this careers programme to ensure all areas of are covered during a child's time in our school.

Whole School Career Opportunities						
	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Curriculum and Careers	- Careers linked to the National Curriculum in each year group across the Key Stage - The importance of succeeding in maths and English is particularly highlighted as key curriculum areas - All children are given opportunities to explore how STEM subjects link to future career opportunities and what skills are needed - All children are given opportunities to explore how creative subjects link to future career opportunities and what skills are needed "Pupils will maintain a Careers Passport throughout primary school recording interests, experiences, skills, aspirations and employer encounters."					
Experiences, Encounters and Whole School Events	Transition to new year groups; discussions regarding aspirations with new teachers. Career Passports completed at the start of each year. School Council elections	Remembrance Whole school visit to pantomime: wide range of careers linked to theatre.	Safer Internet Day	World Book Day		Sports Day Summer Fair Careers Week Transitions to new classes/ schools
Parental Engagement	Newsletters School Website and FB page SEND review meetings	Newsletters School Website and FB page Parents evening	Newsletters School Website and FB page SEND review meetings	Newsletters School Website and FB page Parents evening	Newsletters School Website and FB page SEND review meetings	Newsletters School Website and FB page Written reports to parents

Careers Learning Progression Framework

Area of Learning	EYFS	KS1	LKS2	UKS2
Awareness of Jobs and Careers	Recognise that adults do different jobs in school, home and the community.	Name and describe a range of jobs and occupations.	Understand that jobs exist across different sectors and industries.	Explore a wide variety of careers, including emerging and future careers.
People Who Help Us	Learn about people who help us and their roles.	Understand how different jobs help communities.	Explore how occupations contribute to society locally and nationally.	Consider how careers can make a positive contribution globally.
Aspirations and Ambitions	Talk about what they would like to be when they grow up.	Develop ambitious aspirations and recognise that everyone can succeed.	Explore changing aspirations and understand that interests may develop over time.	Reflect on future goals and understand multiple pathways to success.
Understanding Skills	Identify things they are good at and enjoy doing.	Recognise that different jobs require different skills.	Identify personal strengths and skills linked to careers.	Evaluate personal skills, interests and areas for development.
Linking Learning to Careers	Begin to understand that learning helps us do different jobs.	Make simple links between school subjects and careers.	Understand how curriculum subjects relate to a range of occupations.	Explain how qualifications, knowledge and skills support future career pathways.
Employer Encounters	Meet visitors from a range of occupations.	Ask questions about different jobs and workplaces.	Learn about jobs directly from employers and employees.	Explore career journeys, qualifications and pathways through employer encounters.
Workplace Experiences	Visit local places within the community.	Experience workplaces through visits and educational trips.	Understand how workplaces operate and the roles within them.	Explore a range of workplaces and employment sectors, including virtual experiences.
Further and Higher Education	Recognise that people continue learning as they get older.	Learn that people can continue education after school.	Understand the difference between schools, colleges and universities.	Explore college, university and apprenticeship pathways.
Labour Market	Talk about jobs they see in	Learn about familiar local jobs.	Explore jobs available in the local	Understand growth sectors, future

Awareness	everyday life.		area and North East region.	careers and local employment opportunities.
Challenging Stereotypes	Understand that anyone can do any job.	Explore careers without gender stereotypes.	Challenge assumptions about who can do certain jobs.	Recognise and challenge stereotypes relating to gender, background, disability and culture.
Employability Skills	Curiosity, confidence, communication.	Responsibility, teamwork, resilience.	Problem solving, creativity, organisation.	Leadership, independence, decision-making, adaptability.
Personal Reflection	Talk about interests and favourite activities.	Record aspirations and experiences in a Careers Passport.	Reflect on strengths, skills and aspirations annually.	Evaluate personal achievements, aspirations and next steps before transition to secondary school.

Employability Skill Progression

<u>EYFS</u>	<u>KS1</u>	<u>LKS2</u>	<u>UKS2</u>
Curiosity	Responsibility	Teamwork	Leadership
Communication	Resilience	Problem Solving	Decision Making
Confidence	Organisation	Creativity	Enterprise

EYFS

In the Early Years Foundation Stage (EYFS), children’s interests, experiences, and curiosity will drive learning about the world of work and the people in our community. Through role play, stories, discussions, visitors, educational visits, themed learning, and everyday experiences, children will explore a range of jobs and roles that capture their interest. They will learn about people who help us and discover how different occupations contribute to their families, school, and local community. Opportunities for learning will be planned in response to children's fascinations and emerging interests, helping them to develop curiosity, confidence, aspirations, and an understanding that learning and skills can support future opportunities. Wherever possible, experiences will be enriched through real-life encounters and meaningful links with families and the local community.

Year group/ topic	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
	All About Me/Pets	Celebrations	A Frozen World/Woodlands	Spring Animals/Farm/Plants and Growth	Minibeasts	Summer/Under the Sea/At the Beach
	Careers Link – Vet, veterinary nurse, pet groomer, dog walker	Careers Link - Baker, chef, party planner, florist, musician	Careers Link - Park ranger, forestry worker, wildlife ranger, conservation officer	Careers Link – Farmer, gardener, horticulturalist, florist	Careers Link – Beekeeper, entomologist, wildlife photographer	Careers Link – Lifeguard, marine biologist, fisherman, coastguard
	Employer Encounter - Visit from a vet, veterinary nurse or pet groomer	Employer Encounter - Visit from a baker or chef to decorate biscuits or cakes	Employer Encounter - Visit from a park ranger or local wildlife trust	Employer Encounter – Farm visit or visit from a farmer or gardener	Employer Encounter – Visit from a beekeeper (Uncle Beard’s Garden workshop) or wildlife organisation	Employer Encounter - Visit from a RNLI lifeguard, coastguard volunteer or aquarium educator
	Role-Play Enhancements - Veterinary Surgery – care for pets using bandages, pet carriers, x-rays and	Role-Play Enhancements - Bakery / Party Shop – bake, decorate cakes, wrap presents and arrange flowers	Role-Play Enhancements- Forest Ranger Base – binoculars, maps, walkie-talkies, clipboards and	Role-Play Enhancements - Garden Centre / Farm Shop – plant seeds, sell flowers, harvest vegetables and care for animals	Role-Play Enhancements - Bug Explorer Station – bug pots, magnifying glasses, identification charts	Role-Play Enhancements - Beach Rescue Centre / Aquarium – lifeguard station, first aid, life rings, rescue equipment

	clipboards		animal spotting		and cameras	or marine research centre.
By the end of EYFS	Children will: • Know that people do different jobs. • Talk about jobs they are interested in. • Recognise people who help them in their community.					

KS1						
Children will learn about different jobs and careers through visitors, educational visits, role play, stories, themed learning, PSHE lessons, and assemblies. They will explore the roles of people who help us in our community and learn about a range of occupations linked to their curriculum topics. Learning opportunities will help children develop aspirations, understand the importance of learning, and begin to recognise the skills and qualities needed for different jobs in the future. Wherever possible, learning will be enriched through real-life experiences and links with the local community.						
Year group/ topic	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 1	Science: Humans and Animals Careers link Role - Farmer, vet, doctor Employer encounter - visit to local farm	History: Castles Employer encounter - Hylton Castle Education Officer. Careers in History	Science: Materials Careers link Role - builder Employer encounter - Construction link	PSHE: Dreams and Goals - Healthy me Careers link Role - nurse, nutritionist Employer Encounter - NHS	DT: Moving Vehicle Careers link Role - designer. Employer encounter - Nissan	Geography: Maps - Coast Careers link Role - marine biologist, coastguard. Employer encounter - local Coastguard
Additional Career links	• MYPATH lessons - 'Why Bother' when introducing new unit in Literacy and Maths. • Job spotlight Videos • Guess the job video once a half term • Redstart Lessons					
Year 2	Geography -Locate 7 continents and 5 oceans Careers link Role – ship captain, travel agent, flight attendant, marine biologist Employer encounter – flight attendant, travel agent.	History -Grace Darling Careers link - lighthouse keeper coastguard, Engineer Employer encounter - local Coastguard, RNLI Visits to – Great	Science - Living things & habitats Careers link Role – Zookeeper, farmer, Gardener, Employer encounter – Zookeeper	Art - Sculpture – Gloria Fletcher Careers link Role – Museum creator, sculpture. Employer encounter – local artist or connections with Washington Arts Centre	Science - Plants -bulbs and seeds. Careers link Role - florist, forest officer, herbologist Employer encounter - Durham Botanical gardens / visit in from florist	DT - Textiles. To make a puppet using different join for fabric Careers link Role – Toy designer, costume designer, puppet maker, Employer encounter – Seamstress/ tailor

		Darling Museum, RNLI, Roker Lighthouse				
Further and Higher Education	• Visit local college website • Explore uniforms and courses					
By the end of KS1	Children will: • Describe a variety of occupations. • Explain how learning can help them in the future. • Understand that everyone can aspire to any career.					

Lower Key Stage 2						
Activities and possible learning links provided through visitors, visits, use of resources and materials linked to subject learning, discussions linked to thematic learning (PSHE lessons and whole school links) and assemblies. Careers learning will be linked to existing topics to ensure relevance to the curriculum. Links to higher and further education including apprenticeship routes will be made.						
Year group/ topic	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 3	Science: Light and Shadow Careers link Role – photographer, lighting technician, optician encounter - visit to theatre	Art: Drawing Barbara Hepworth Careers link Role – pottery maker, artist, painter Employer encounter – artist visit in school	Science: Animals and humans Careers link Role -environmental scientist, conservation ranger	DT: Mechanics/pneumatics – make a moving toy Careers link Role - designer, engineer, Nissan Employer encounter - Nissan	Geography: Field Work- link to local area and castle Careers link Role – historian, archaeologist, architect Employer encounter – visit Hylton Castle	Science: Forces and magnets Careers link Role – engineer, train engineer, Employer encounter - visit from ‘Dream Big’ engineers – Y3 link
Further and Higher Education	Learn what a university is. Make links with Sunderland University if possible.					
Year 4	History: Anglo-Saxons Careers link Role – historian, museum worker Employer encounter - visit Jarrow Hall Anglo-Saxon village	Art: Georgia O’Keeffe Watercolour painting Careers link Role - artist Employer encounter - visit to Washington art centre	Science: Sound and electricity Careers link Role – electrician, sound technician Employer encounter – visit from electrician	PSHE: Dreams and goals and healthy me Careers link Role – nurse, nutritionist Employer encounter - visit from nurse Visit to FE or HE establishment.	Science: Animals including humans Careers link Role - Farmer, vet, doctor Employer encounter - visit from crazy creatures	DT: Torches Careers link Role - designer, engineer Employer encounter - visit from engineer

Further and Higher Education	Compare apprenticeship, college and university routes
Additional Career links	• MYPATH lessons - 'Why Bother' when introducing new unit in Literacy and Maths. • Job spotlight Videos • Guess the job video once a half term • Red Start/Money Ready school-based activity
By the end of LKS2	Children will: • Recognise links between school subjects and careers. • Understand that careers require different skills and qualifications. • Know about colleges, universities and apprenticeships at a basic level.

Upper Key Stage 2

Activities and possible learning links provided through visitors, visits, use of resources and materials linked to subject learning, discussions linked to thematic learning (PSHE lessons and whole school links) and assemblies. UKS2 learning will involve specific learning opportunities to attend a selection of businesses and both further and higher education facilities in readiness for secondary education. The children will be involved in learning to cover a variety of businesses from different sectors. Children will also participate in a residential experience to develop skills and independence. Careers learning will be linked to existing topics to ensure relevance to the curriculum. Links to higher and further education including apprenticeship routes will be made.

Year group/ topic	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 5	Science: Forces Mechanical engineer, sports scientist, pilot, sky diving instructor, automotive designer Link: movement, friction, air resistance	History: Vikings Archaeologist, historian, museum curator, reenactor Link: artefacts, evidence, storytelling	Science: Properties of Materials Employer encounter: mechanical engineer – discuss job opportunities, pathways, day-to-day.	Art: Line Drawing Artist, illustrator, gallery curator. Link: creativity, observation	Computing: Coding Online safety Employer encounter: Cyber Security analyst – discuss path/further education, day-to-day, online safety, women in STEM.	Science: Reproduction Doctor, nurse, midwife, social worker, psychologist Link: growth, care, development
Further and Higher Education	University outreach Apprenticeship Awareness					
	• MYPATH lessons - ‘Why Bother’ when introducing new unit in Literacy and Maths. • MYPATH - Job spotlight Videos • MYPATH - Guess the job video once a half term • Red Start Money Ready Workshop - Pupils explored different careers, learned how interviews are conducted, and were introduced to income, including how tax affects earnings. They also developed an understanding of budgeting, making decisions about spending and saving money responsibly. Pupils have opportunity to discuss careers in finance with visitors.					
Year 6	Geography: Greece vs England Careers link guide: tour	DT: Buzz Wire game Careers link guide: game designer, graphic	Geography: Time zones Careers link role: pilot	History: World War Two	Computing: Coding Careers link role: web developer, game	DT: Bridges Careers link role: civil engineer (job spotlight)

	rep, travel agent, travel writer Employer encounter: travel agency. Science: Living things Careers link role: marine biologist (job spotlight), microbiologist, taxonomist Science: Electricity Careers link role: Electrician (job spotlight)	designer, market researcher History: Ancient Greece Careers link role: archaeologist, archivist Employer encounter: outreach from Durham University	Science Light Careers link role: lighting technician, optician, optical engineer Science: Animals including humans Careers link role: cardiologist, phlebotomist	Careers link role: tour guide, historical fiction author Employer encounter: Victoria Tunnel tour guide PSHE: Dreams and Goals Healthy me Careers link role: nurse, nutritionist Employer encounter: school nurse	developer Geography: Mountains Careers link role: mountain search and rescue, environmentalist Grid references Careers link role: cartographer (job spotlight) Science: Evolution and inheritance Careers link role: evolutionary biologist, systematist Employer encounter: video about a related career	architect, surveyor Employer encounter: Farrans or similar through LinkUp
Further and Higher Education	FE/HE encounters and secondary transition					
	• MYPATH lessons - 'Why Bother' when introducing new unit in Literacy and Maths. • Job spotlight Videos • Guess the job video once a half term • Red Start/Money Ready school-based activity during w/b 8th June. Second session to be confirmed.					

By the end of UKS2	Children will: • Understand a broad range of career pathways. • Identify their own strengths, interests and aspirations. • Understand local labour market opportunities. • Know about routes into employment, including college, apprenticeships and university. • Be prepared for transition to secondary education and future career learning.
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RedSTART Financial Education

RedSTART provides a progressive financial education programme for primary-aged children, helping pupils develop essential money management skills through engaging, age-appropriate, and interactive learning experiences.

The programme introduces children to key financial concepts including:

- Earning money
- Saving and spending
- Budgeting
- Understanding needs and wants
- Making financial decisions
- Investing
- Fraud awareness and staying safe with money

Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Money Minis story-based activity	Money Minis Workshop	Money Minis School Based activities	Money Choices Workshop	Money Choices School Based activities	Money Matters workshop	Money Matters school-based activities and secondary preparation

Learning is delivered through a range of fun, practical activities, including story-based sessions, workshops, games, and real-life scenarios that help children understand how money works in everyday life.

RedSTART's curriculum is aligned with the **Young Enterprise Financial Education Framework**, ensuring that pupils develop the knowledge, skills, and attitudes needed to make informed financial decisions as they grow older.

The programme also encourages family involvement through home learning challenges, providing opportunities for children and their families to discuss money matters and continue learning together outside of school.

Benchmark	Where Evidenced
B1	Long-term programme
B2	Job Spotlights, local employment learning, careers week
B3	Career Passports
B4	Curriculum links
B5	Employer encounters
B6	Workplace visits
B7	College, University and Apprenticeship Learning
B8	Reflection, Careers Passports and Transition Discussions