

Policy Title:	Careers Statement
Version:	1
Member of Staff Responsible:	Chief Executive Officer
Date adopted by Trust Board:	6 th July 2026
Date for Review:	July 2027
Reviewed:	Annually
Reviewed:	7 th July 2025 8 th July 2024

Change Record

Version	Date	Description
1.1		
1.2		
1.3		
1.4		

**Primitas Learning Partnership promotes the safeguarding and welfare of all children in its care;
all policies are developed and formulated with this in mind**

Careers Statement

Rationale for CEIAG

Primitas Learning Partnership believes that all learners need a planned programme of activities which will inspire them and help them:

- Develop life-long employability skills.
- Prepare for choosing, developing and managing a career.
- Choose 14-19 options that are relevant to personal career ambitions and aspirations.
- Achieve personal and economic wellbeing as employable citizens.

Careers Provision in Secondary Schools

Primitas is committed to ensuring that careers provision within our secondary schools is of high quality and is compliant with the statutory guidance outlined in Section 42A1, 42B and 45A of the Education Act 1997 and Section 72 of the Education and Skills Act 2008. This states that all schools should:

- Provide independent careers guidance from Years 8 -13.
- Comply with the Baker Clause, providing opportunities for a range of education and training providers to access pupils in Years 8-13.
- Be impartial.
- Include information on a range of pathways, including university options or apprenticeships.
- Be adapted to the needs to the student.

In addition, Primitas is also committed to ensuring that our secondary schools are compliant with the careers guidance that the government implemented for delivery from 5 January 2018 which set out the plan for building a high-quality careers system based on the eight Gatsby Benchmarks:

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each student.
4. Linking curriculum learning to careers.
5. Encounters with employers and employees.
6. Experience of work placements.
7. Encounters with further and higher education.
8. Personal guidance.

With regards to Benchmark 8, Primitas Learning Partnership is committed to ensuring that learners have access to a source of personal careers guidance which is truly independent, objective and external to the school. Personal guidance does not have to be external of the MAT i.e it could be delivered by someone employed centrally by the MAT, if they are qualified and trained appropriately and truly independent of the school in question.

Careers Provision in Primitas Primary Schools

Although statutory careers guidance is only mandatory for pupils in Yr 7 upwards, Primitas is committed to ensuring that our primary schools continue to working with each other - and with our secondary schools - in order to continuously develop, review and deliver an age-appropriate, aspirational and inspirational careers program for primary pupils.

Meeting Learners' Needs

In all of our academies, both mainstream and special settings, careers provision should be designed to be relevant, accessible, motivational and aspirational for all pupils. Therefore, built into all career programmes in all of our academies, there should be ample opportunities for pupils to participate

in outward-facing, 'real-life' activities involving a range of external organisations, agencies, businesses, employers, community groups, charities.

Implementation Management

All Headteachers are responsible for ensuring that their Careers Leader (secondary) or member of staff i/c careers (primary) is implementing an appropriate, high-quality, compliant careers programme in their academy.

The Chief Executive Officer (CEO) meets with all Headteachers as part of the Academy Health Check schedule to discuss the appropriateness, quality and compliance of careers provision in each academy.

The Careers Trustee meets with the CEO to ensure that careers provision is sufficiently appropriate, high quality and compliant across the Trust and reports to the full Trust Board.