

Careers Education



CROSFIELDS
SCHOOL





A Warm Welcome

James Bown
Deputy Head (Academic)

Welcome to the Crosfields Seniors Careers Guide. While the school has been providing careers guidance for many years, there is an added emphasis on careers guidance and education as we expand and strengthen our teaching at GCSE Level, something that will progress even further with the opening of a new Sixth Form in 2028.

While the sole purpose of education should never be to simply gain qualifications and enter the world of work, it is only right that pupils are guided through the many and varied opportunities available to them when they leave our care. Crosfields are committed to providing a high profile and well-resourced careers information and advice programme that allows pupils to access the exciting experiences open to them.

Our approach to careers guidance and education broadly follows the national standards of the Gatsby Benchmarks.



These are to provide:

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

This guide will outline what is on offer, including PSHE topics in Years 7 and 8, careers profiling, and pupils' GCSE options in Year 9. Work experience in Year 10, and Sixth Form, post-16 options and careers fairs in Year 11 are also covered.

I do hope you find this information helpful. Get in contact if you have any questions or need further information: jamesbown@crosfields.com



Exploring the world of work through imaginative play

Pre-Prep

In Pre-Prep, pupils begin to explore the world of work through imaginative play, hands-on activities, and real-life experiences that spark curiosity and introduce them to a wide range of careers.

Nursery pupils take part in exciting activities such as building circuits linked to electrical engineering and vehicle-related careers, visiting the science lab, and engaging in role play corners themed around hospitals, construction sites, vet clinics, and post offices. They also enjoy visits from professionals including firefighters and authors, and explore the topic of People Who Help Us through stories and play.

In Reception, pupils start to think about the jobs they might like to do when they're older and learn that working hard now helps them achieve future goals. Careers talks from a dentist and doctor, a walk to the post box to learn about the journey of a letter, and continued role play and storytelling around community helpers help bring these ideas to life.

Year 1 pupils begin to understand the link between what they learn now and future job possibilities. They explore careers through subjects like Geography (aerial photography and map-making), History (applying for jobs in a medieval

castle), and Art (studying artists and their careers). They also learn about astronauts, meet a police constable, and continue to enjoy author visits and themed role play.

In Year 2, pupils learn to set realistic goals and think about how to achieve them. Careers are explored across the curriculum — from architects and illustrators in Art/DT, to scientists, vets, and engineers in Science and Maths. Pupils also learn about authors, journalists, librarians, and actors in English, and explore careers like pilots, travel agents, and cartographers through topic work. A visit from a police constable and computing lessons linked to programming and music technology further enrich their understanding.



Juniors

Years 3 & 4

Year 3: Exploring Aspirations and New Experiences

Pupils reflect on their personal ambitions by identifying a dream or goal that is meaningful to them.

Beyond the Classroom:

- Sustainability Farm Visit – A hands-on experience that connects pupils with environmental responsibility and sustainable living.
- Cookery Enrichment Session – Encouraging creativity and life skills through food preparation.
- Author Visit: Holly Webb – Pupils meet a published author and learn about the writing process, sources of inspiration, and the journey of storytelling.



Year 4: Developing Hopes and Career Awareness

Children begin to articulate their hopes and dreams, building confidence in their aspirations.

Beyond the Classroom:

- Ashmolean Museum Visit – A cultural exploration that sparks curiosity and historical awareness.
- Cookery Enrichment Session – Continuing to build practical and collaborative skills.
- Rhyme and Reason Presenters Programme – A dynamic workshop that introduces pupils to communication skills essential for future careers.
- Dentist Visit (Spring Term) – Promoting health awareness and introducing pupils to careers in healthcare.

Year 5 & 6

Year 5: Building Aspirations and Career Awareness

Pupils explore their ambitions and begin to understand the steps needed to achieve them.

Beyond the Classroom:

- Cookery Enrichment Session – Continuing to develop independence and practical life skills.
- Care Home Visit – Encouraging empathy, communication, and community engagement.
- CPQ (Character, Purpose, and Qualities) – Linking personal development to career readiness.
- Career Talks – Two talks each Autumn term and one per term thereafter, featuring a diverse range of professionals including a safari field guide, lawyer, trapeze artist, geneticist, and pilot.
- Classroom Careers Displays – Geography-themed careers such as conservationist, meteorologist, volcanologist, and more are showcased and discussed.
- National Geographic Career Exploration – Pupils watch and reflect on real-world roles linked to exploration and discovery.

Year 6: Taking Steps Toward Future Success

Pupils identify the learning steps needed to achieve their goals and begin planning for future success.

Beyond the Classroom:

- Hawk Conservancy Visit – Exploring careers in zoology and ornithology.
- Science & Technology – Virtual and Augmented Reality workshops, STEAM challenges, and practical investigations link learning to careers in space, digital tech, and engineering.
- Periodic Table Live – Pupils research and present elements, connecting science to real-world roles.
- Reading Museum Trip – Linking history to archaeology and heritage careers.
- Residential Trip – Activities such as Wild Dip and outward bounds introduce careers in ecology and outdoor education.
- Careers Fair & Talks – Featuring professionals from diverse fields including law, genetics, aviation, and the arts.
- Art Curriculum – Pupils explore a wide range of creative careers through the work of artists and designers.
- Humanities Projects – Pupils take on roles in disaster response, exploring careers in emergency services and humanitarian aid.
- Community Engagement – Includes a Christmas Care Home Party and enrichment sessions in cookery and care.



Years 7 & 8

Year 7 Dreams & Goals

In Year 7, pupils will begin through designated lesson time to explore their dreams and goals, identifying key skills that may benefit their future, including those linked to employment. They will consider how the choices they make can affect their relationships, health, and long-term aspirations. As part of their learning, pupils will be introduced to the Equality Act 2010 and the concept of protected characteristics, helping them understand the laws that support fair treatment in future workplaces. Outside of PSHE lessons, they will also attend a presentation on green careers, encouraging them to think about sustainable and environmentally focused career pathways.

Year 8 Dreams & Goals

In Year 8, pupils will continue through designated lesson time to build on their understanding of dreams and goals by identifying careers that interest them and the skills they need to develop. They will explore how these skills link to both short-term and long-term goals, and reflect on how the choices they make now can shape their future opportunities. As part of their PSHE learning, pupils will also deepen their understanding of protected characteristics and the Equality Act 2010, gaining insight into the laws that support equality in the workplace.

Beyond the classroom, pupils will take part in a green careers presentation in November, encouraging them to consider environmentally focused career paths. They will also enjoy a Harry Potter-themed trip, designed to highlight careers in the film industry, creative arts, and authorship, helping them see how imagination and storytelling can lead to exciting professional opportunities.

Unrestricted possibilities for future aspirations...

...our pupils understand that their dreams and goals are limited only by their own imagination



GCSE subject choices...

...reflecting interests without narrowing future pathways



During Year 9, students select the subjects they will study at GCSE. It's the first time they will make decisions that directly impact their future education and career opportunities, as well as being able to focus their studying on subjects they like and feel they can do well in. To ensure they don't narrow the breadth of learning too quickly, all students must take five core subjects. They then get to choose three options and a reserve choice.

To help with GCSE choices, there's an options workshop in the autumn term and parent-student evening in the spring term.

Core subjects:

English Language
English Literature

Science (Double or Triple Award)

Mathematics

Option subjects:

Art and Design
Business
Computer Science
Design and Technology
Drama

Economics
Geography
History
Media Studies
MFL - French or Spanish

Music
Physical Education and Sport Psychology
Religious Studies
Astronomy

Year 9 & 10

Year 9

In Year 9, pupils will focus on setting clear and achievable goals by learning how to create and apply a SMART plan to support both their learning and life ambitions. This will help them begin to take ownership of their future pathways and understand how their current choices can influence long-term outcomes.

Beyond PSHE lessons, pupils will take part in GCSE trial lessons, giving them a taste of subjects they may wish to pursue. They will also have a one-to-one interview to discuss their GCSE options and choices, helping them make informed decisions. Additionally, pupils will complete Unifrog testing, which offers personalised career guidance based on their strengths and interests.

Year 10

In Year 10, pupils will explore the challenges and opportunities that may impact their future success as part of the Dreams and Goals theme in PSHE. They will learn to distinguish between realistic and unrealistic goals, helping them to set meaningful targets and make informed decisions about their next steps.

Beyond PSHE lessons, pupils will take part in Unifrog psychometric testing, which provides personalised career insights based on their strengths and preferences. They will also have a one-to-one meeting with the Head of Careers to discuss future pathways. Throughout the year, pupils will benefit from careers presentations delivered by alumni and parents working in a range of professions, attend a Sixth Form Providers' Fair, and take part in a workplace visit — this year to Cadbury World. In June, all pupils will participate in mock interviews, designed to support their preparation for Sixth Form applications and future career opportunities.



Year 11

An individual approach

In Year 11, pupils will focus on planning for life beyond Crosfields by identifying their dream job and exploring how their skill-set may need to evolve as their career develops.

Through PSHE lessons, they will reflect on their aspirations and begin to understand the flexibility and adaptability required in the modern workplace.

Outside of PSHE, form tutors will deliver short lessons which introduce Sixth Form options and apprenticeship pathways. Those unsure of their next steps will have access to individual guidance meetings, and all pupils will take part in an end-of-year event featuring talks from a university admissions officer and a professional speaker on employability.

Careers education is further enriched through participation in Green Careers Week (6–11 November) and National Careers Week (2–7 March), which are embedded into lesson planning.

Additional support includes Sixth Form options guidance, reference writing, and the Bridge to Sixth Week, which helps prepare pupils for the transition to post-16 education.

Dedicated one-to-one guidance...

...to meet unique needs as pupils goals and interests diverge



Parents and carers play a vital role...

...in helping their children succeed

Further support and guidance:

National Careers Service –
nationalcareers.service.gov.uk

Not going to uni –
notgoingtouni.co.uk

Start Profile –
startprofile.com

The Parents' Guide to –
theparentsguideto.co.uk

UCAS –
ucas.com

Careerpilot
careerpilot.org.uk/parent-zone

Parents and Carers

We believe parents play a vital role in influencing their children's academic results and future choices. Children supported at home and at school have more chance of success than those supported by schools alone.

We arrange open days, parent evenings and provide parents access to their children's Start Profile to keep you well informed of what's available at each stage of your child's education and their progress along the way.

Whilst school provides core education, much learning happens at home. We encourage parents to talk to their children about their future to help them start thinking about what they might like to do after school and the steps they need to take to achieve their ambitions.

Sometimes it can be tricky to get your child to talk about anything, especially what they might want to do next. However, it is important they think about their future, what they might like to achieve and what they need to do now so they can get themselves on the right track.

Here's some suggestions on how to talk to your child about their future:

Don't worry if they're not sure on a career route yet

They do need to develop skills that will help them progress, and that should be their focus.

Help them if they are struggling to look far ahead

Setting short-term, achievable goals will help them strive towards a long-term ambition.

Encourage them to explore all their options

Help them plan out a route that focuses on their strengths. School leaver programmes, traineeships, apprenticeships and higher education options can often provide entry points into the same industry.

It's okay if they change their mind!

Reassure them that if they tell you they have their heart set on one direction, then later change their minds, you won't berate them for it or be disappointed.

Empower them: they have control over their future

The decisions they take and what they do matters.

Crosfields careers education...

...thorough, imaginative and broad



Personal development

As well as working with our pupils to ensure they achieve their academic potential, we also focus on helping them develop **valuable skillsets**. This is an essential contributor to their happiness and success as young adults. It is also a key requirement in progressing to future education and career opportunities.

Skills are developed in all walks of life, and we align both classroom learning and co-curricular participation to maximise our students' exposure to learning and harnessing their skills. Some skills are practical and easier to teach, such as

budgeting, data analysis, health and safety, research and using software systems. Others, often referred to as "soft skills", are less easy to quantify but, arguably, as important as achieving good grades at GCSE. These are predominantly honed through non-academic activities, such as **sports and hobbies**.

This is why we start early, through the Mighty Oak programme, to encourage our students to try new things and stretch beyond their current comfort zone to discover untapped areas of ability and growth.

Essential soft skills

Adaptability – readily showing flexibility as situations change

Communication – expressing ideas clearly, both written and oral

Decision making – to evaluate information and choose an appropriate course of action

Emotional intelligence – managing their own emotions and understanding those of others

Initiative – being able to think for themselves and take appropriate action

Leadership – to guide and organise people in achieving a goal

Problem solving – Being able to recognise problems and find solutions to resolve them

Responsibility – Taking ownership rather than always relying on others

Self management – Not needing constant supervision to pursue goals and objectives

Teamwork and collaboration – ability to co-operate and work well with others



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Shinfield Road, Reading, Berks RG2 9BL | admissions@crosfields.com | 0118 987 1810 | crosfields.com