



**YSGOL RHOSNESNI**

**Careers Policy**

<b>Policy Version</b>	<b>V2</b>
<b>Date reviewed FGB</b>	<b>June 2021</b>

## **Outline**

The objectives of Careers and Work-related Education within Ysgol Rhosnesni have been revised in accordance with the following frameworks, reports and guidance:

- Careers and the World of Work: A Framework for 11-19 year olds in Wales
- Estyn Informed Decisions = The Implementation of Careers and the World of Work
- Learning Pathways 14-19

As we prepare for the Curriculum for Wales Framework work with Senior staff to embed this in to the delivery of Careers and the World of Work provision is vital to deliver a broad and balanced education for our young people.

## **Rationale for Careers Education**

All students at Ysgol Rhosnesni have equal access and entitlement to Careers Education, Information, Advice and Guidance (CEIAG). Young people need to be equipped to take their place in a rapidly changing world of work within the global economy. CWW is about the relationships between young people, their learning and the world of work, enabling them to see the value of education, qualifications and skills. CWW is part of the basic curriculum for all 11 to 16-year-olds and it is also part of the requirements of the Learning Core of Learning Pathways 14–19.

## **Aims**

The CWW Programme has two interrelated components – education and guidance – each of which depends on the other for their effectiveness.

The CWW Programme at Rhosnesni High School has the following aims:

To ensure that young people can:

- develop the attitudes and values required for employability and lifelong learning
- manage their individual learning pathways and make effective career choices
- develop the skills required by employers
- become entrepreneurial
- be motivated to face the challenges, choices and responsibilities of adult life.

A young person's career is their pathway through learning and work. All young people need a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave. The 1997 Education Act places a duty on schools to give students in Years 9-11 access to careers education, information and guidance.

We are committed to:

- a planned programme, appropriately differentiated for all our learners
- access to individual advice and guidance on choice and progression
- delivery that promotes equality of opportunity and inclusion
- varied participation in enterprise and work-related experiences
- an agreement with Careers Wales which identifies the contributions that each partner will make

## **Development**

This policy was developed and is reviewed annually through discussions with teaching staff; the school's Careers adviser, students, parents, governors, advisory staff and other external partners. When the new curriculum; Curriculum for Life Wales comes into effect it will also form part of the next development stage for careers delivery within the school

## **Links with other policies**

CWW links with and supports other policies including 14–19 Learning Pathways, teaching and learning, personal and social education (PSE), equal opportunities, health and safety and additional learning needs (ALN) including gifted and talented learners.

## **Implementation**

Angela Taylor is responsible for co-ordinating the careers programme. The co-ordinator works closely with the school's Careers Advisor and is responsible to the SLT member linked to CEIAG. Student guidance is managed through the school's Pastoral system led by Mrs A Taylor. Any work experience is planned and implemented by the careers co-ordinator/ TRAC and the Careers Adviser.

The programme is designed to cover the range statements which indicate the contexts in which skills, attitudes and values are developed and inform the programme content provided by Ysgol Rhosnesni. They are sub-divided into five parts.

- Personal achievement
- Seeking information
- Understanding the world of work
- Guidance
- Making and implementing decisions

## **Staffing**

All staff are expected to contribute to the careers education and guidance programme through their roles as form tutors and subject teachers. Careers education is planned, monitored and evaluated by the SLT Link for careers in consultation with the Careers Adviser and schools Careers link. A specialist team, including careers co-ordinator, form tutors, careers adviser and external providers delivers it.

The Careers Wales Adviser provides specialist careers guidance. Careers information is available on the Careers Wales website which is maintained by the administration team.

## **Curriculum**

The careers programme includes careers education lessons, careers guidance activities (group work and individual interviews), information and research activities (on the Careers Wales website), work related learning, action planning and recording achievement. Careers lessons are part of the school's PSE programme.

Other focused events, e.g. Glyndwr Careers Fayre are provided annually.

## **Partnerships**

An annual Partnership Agreement is negotiated between the school and Careers Wales identifying the contributions to the programme that each will make. Other partnerships are being developed, e.g. with the local Businesses

Resources Funding is allocated in the annual budget planning round. Funding for developments in the school's development plan are considered in the context of whole school priorities. Sources of external funding are actively sought.

## **Staff development**

Staff training needs for planning and delivering the careers programme will be identified in the staff development plan and activities will be planned to meet them. Funding will be accessed from the Careers budget.

## **Monitoring, review and evaluation**

There will be an annual review meeting which will normally occur prior to the renewal of the partnership agreement meeting with Careers Wales. The results of this will be communicated to the Governing Body in the September term Student and Staff Wellbeing Committee meeting.