



YSGOL RHOSNESNI

Careers and Work-Related Experiences Policy

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| Policy Version | V1 |
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Outline

The objectives of Careers and Work-related Education within Ysgol Rhosnesni have been revised in accordance with the Curriculum for Wales. CWRE should inspire our learners to:

- develop an understanding of the purpose of work in life, both for themselves and for society as a whole
- become increasingly aware of the range of opportunities available to them, broadening their horizons
- develop the attitudes and behaviours required to overcome barriers to employability, career management and lifelong learning
- appreciate the increasing range of opportunities in the workplace where an ability to communicate in Welsh is important
- explore opportunities through a variety of meaningful experiences in learning, work and entrepreneurship
- develop resilience and the ability to be adaptable in response to the challenges, choices and responsibilities of work and life

Rationale for Careers Education

All students at Ysgol Rhosnesni have equal access and entitlement to CWRE. Young people need to be equipped to take their place in a rapidly changing world of work within the global economy. CWRE 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. CWRE is part of the Curriculum for Wales for all 11 to 16-year-olds and, in addition to numeracy, literacy and digital competency, it should develop the following:

- **Creativity and innovation**
- **Critical thinking and problem solving**
- **Personal effectiveness**
- **Planning and organising**

Aims

The Rhosnesni CWRE programme has two major interrelated components – education and guidance – each of which depends on the other for their effectiveness.

Working closely with Careers Wales, we strive to help all learners:

- develop the attitudes and values required for employability and lifelong learning
- manage their individual learning pathways and make effective career choices
- develop those essential 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.

We are committed to:

- a planned programme, appropriately differentiated for all our learners
- access to individual advice and guidance on choices 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.

Links with other policies

CWRE 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

Our Co-ordinator works closely with the school's Careers Advisor and is supported by the schools Deputy Headteacher. Student guidance is managed/arranged through the school's pastoral systems. Any work experience is planned and implemented by the careers co-ordinator/TRAC and the Careers Adviser.

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/Wellbeing programme.

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.

Careers Wales

This is a bilingual, inclusive and impartial national careers service for Wales, a wholly owned subsidiary of, and funded by, Welsh Government. Support is offered to learners to help them to better understand the world of work, the skills they need and the opportunities available to

them. In addition, Careers Wales offers support to schools and settings in the delivery of the Curriculum for Wales, with some initiatives beginning in primary schools. The range of activities includes:

- support and resources, to help schools and settings to embed CWRE throughout their curriculum
- providing all learners of secondary school age with careers guidance and coaching relative to their needs
- engaging parents and carers
- supporting schools and settings in developing links with employers
- career events

Monitoring, review and evaluation

We ask the following questions as part of our self-evaluation and improvement activities:

- How well do we develop learners' knowledge, skills and understanding in relation to CWRE?
- How well do we provide meaningful careers and work-related activities and experiences to support our learners?
- How well do we work with stakeholders, including employers, [Careers Wales](#) and parents and carers, to support and develop our CWRE provision?
- How well do schools and settings collaborate with each other to plan for learners' progression in CWRE throughout the 3 to 16 continuum?
- How well do we evaluate the impact of our CWRE on learners' understanding?