

Ysgol Y Grango
Careers and work-related experiences (CWRE) Policy



Date of last review	October 2022
Date of next review	October 2023
Review schedule	Annually
Leader of policy	Assistant Headteacher – Teaching and Learning

Statement by the Governing Body

The Governing Body of Ysgol Y Grango adopted this policy on 26 October 2022. This policy will be reviewed by the governing body in one year to ensure the policy is in alignment with the latest Welsh Government guidance and regulations.

By adopting this policy, the Governing Body of Ysgol Y Grango recognises its responsibility for ensuring the policy is implemented effectively, that CWRE is adequately resourced, staffed and delivered using a cross-curricular approach and ensures that the school fulfils its legal obligations.

Vision Statement

Ysgol Y Grango is committed to preparing our learners to manage their future education and career path throughout adult life through a planned programme of Careers and Work Related Experiences (CWRE).

Ysgol Y Grango is committed to achieving excellence in this area of the curriculum and recognises our statutory duties for CWRE and how CWRE contributes towards the four purposes.

Ysgol Y Grango will continue to provide independent and impartial careers advice and guidance for learners, and to ensure that all learners have equity of access to impartial careers advice and guidance from external sources.

This policy has been approved by the Senior Management Team through consultation with staff, Careers Wales, external partners and learners.

This policy is in alignment with the latest guidance from Welsh Government;

- Curriculum for Wales Guidance
- Wellbeing of Future Generations (Wales) Act 2015
- Careers and Work Related Experience guidance

The benefits of CWRE learning are;

- Makes a major contribution to preparing learners for the opportunities, responsibilities and experiences of life.
- Supports learners to achieve their full potential
- Empowers learners to plan and manage their own futures
- Provides comprehensive information on all options
- Raises learner motivation and aspirations
- Promotes equality, diversity, social mobility and challenges stereotypes
- Supports learners to sustain employability and achieve personal and economic wellbeing throughout their lives

This policy is created in conjunction with other policies including Safeguarding, Child Protection and PHSE.

Curriculum Design

Our CWRE Curriculum is taught through cross-curricular themes and it is interlinked with all six areas of the learning and experience as appropriate. This allows learners to make connections between their learning in CWRE and the wider curriculum, understanding historical, cultural, geographic, physical, political, social and technological perspectives and influences on CWRE issues.

CWRE learning and the aims of inspirational CWRE

CWRE knowledge, skills and experiences are developed independently and they enable learners to acquire the attitudes and values that will help them to make principled choices that have a positive impact on their own career wellbeing and the wellbeing of others in society and the environment.

- **Developing career knowledge** – This includes an understanding of education and training pathways, the labour market and the changing nature and future of careers and work. Acquiring career knowledge will contribute to the personal wellbeing and health of learners.
- **Build careers management skills** – The skills that learners use to successfully manage and make progress in their careers. This includes the ability to reflect, to undertake research, to make decisions and to develop resilience as well as the skills to manage their personal finances and develop transition skills such as making applications. The development of career management skills will enable learners to make the best use of personal guidance, negotiate advocate for themselves, tackle challenges and take advantage of opportunities.
- **Have careers and work-related experiences** – Experiences are one of the most important ways in which career knowledge and career management skills are developed. They are about offering learners active, participatory and experiential learning opportunities such as role plays, work visits and contact with visitors. Career and work related learning experiences will enable learners to raise their aspirations, broaden their horizons and improve their chances of success.

The statutory guidance outlines five aims of inspirational CWRE;

1. **Exploring self and society** – learners develop an understanding of the purpose of work in life for themselves and society as a whole.
2. **Widening horizons** – learners become increasingly aware of the range of opportunities available to them, broadening their horizons.
3. **Overcoming barriers** – learners develop the attitudes and behaviours required to overcome barriers to employability, career management and lifelong learning.
4. **Exploring opportunities** – learners explore opportunities through a variety of meaningful experiences in learning, work and entrepreneurship.
5. **Developing adaptability and resilience** – learners develop resilience and the ability to be adaptable in response to challenges, choices and responsibilities of work and life.

Consultation with learners

In order to support learners to realise the four purposes within the Curriculum for Wales, learner voice is central in developing our CWRE curriculum.

To ensure our CWRE curriculum meets the needs of our learners, we provide opportunities for them to comment on the school's CWRE Policy, schemes of learning and lesson content, by undertaking consultation activities with Year 7-11 learners via School Council.

We continuously consult with our learners at the end of lessons, activities and programmes in order to ensure appropriateness of our provision and that the resources and outside agencies used are relevant, developmentally appropriate, inclusive and sensitive for learners needs. We will act upon any recommended amendments as appropriate.

CWRE whole school schemes of learning

Our whole school CWRE provision is detailed with a scheme of learning document and is available on Public Drive. This document specifies how we manage, organise and embed CWRE throughout our whole school curriculum.

Working with specialist external agencies

In order to enhance and enrich our CWRE provision, the teaching will be supported by external agencies including Careers Wales, Big Ideas Wales and School Business Partners including Principality Building Society and Litegreen, and employer organisations. These agencies will be carefully selected and the Lead CWRE will check;

- They are adequately trained to speak with young people
- They work/registered with a reputable organisation
- Their contribution adheres to the aims/objectives of the curriculum
- All resources/presentations that will be used
- They have been made aware of any additional needs that some learners may have
- They have been made aware that a member of school staff will be present throughout the lesson/activity/presentation.

Staff professional development

Our school recognise that professional learning is a key requirement for high-quality CWRE. The school is committed in facilitating that all teaching and associated members of staff receive appropriate CWRE training in order to ensure our whole school CWRE programme is effective, includes cross-curricular elements, is developmentally appropriate and meets the needs of all our learners by frequent training via our Careers Wales Curriculum Advisor, Mr Chris Brayshay.

Partnership with Parents/Carers and the local community

The school recognises that parents/carers are crucial to the success of the CWRE programme. The school therefore provides information about what is delivered and provides opportunities for parent/carers to comment on policy and practice through school website/Twitter. The CWRE policy is available to view on the school website.

Parents/Carers are welcome to make arrangements to visit the school if they wish to view and discuss the materials and resources used in CWRE lessons.