Llantwit Major School

Ysgol Llanilltud Fawr

Careers and Work Related Education (CWRE) policy

Policy draft date	December 2023
Approval	Full Governing Body
Policy approval date	20th December 2023

Policy review date	Dec 2026 (every three years)
Member of staff responsible:	Mrs C Robins (Headteacher)

1. Introduction

Careers and Work Related Experiences (CWRE) is a statutory part of the Curriculum for Wales (CfW) and as such has an important contribution to make to the education of all our learners at Llantwit Major School. Central to everything that we do are opportunities that supports our CWRE vision:

"We aim to encourage pupils to explore opportunities whilst promoting careers creativity and independence so that our learners can imagine their dream jobs and make realistic and achievable plans for shaping their career."

The school, working alongside Careers Wale.s has clearly identified CWRE outcomes for all pupils, together with a set of procedures for identifying progression. We encourage our teachers and wider team of staff to reference the Careers and Work Related Experience statutory guidance wherever they can within the learner experience as a way of making learning authentic and meaningful for all.

The main purpose of CWRE is to provide learners with a range of activities and experiences to help them achieve the four purposes of the CfW, enabling them to play their part in the successful future of the economy of Wales. At Llantwit Major we see CWRE as one of the tools we deploy to ensure that all learners can see a place for themselves in the world of work supporting their successful futures. This is promoted through a wide range of activities and experiences that form a significant part of our balanced and individually designed curriculum. Furthermore, CWRE benefits our learners in the following ways:

- attainment in individual subjects by increasing learners' understanding;
- achievement of vocational qualifications by enhanced understanding and relevance to general and specific occupations; achievement and development of Essential Skills;
- careers information education and guidance by providing an insight into the factors which can inform individual career choices or further education options;
- directly having the potential to reduce the possibility for learners to become classified as NEET (not in education or employment);
- gaining an understanding about the world of work and being able to better prepare for the transition from education and training to work;
- PSE through the improvement of interpersonal skills, presentation skills, self-confidence, taking initiative, teamwork, taking on responsibility and problem solving;
- access to a curriculum which will complement and enhance the learner experience by supporting them in their preparation for the future world of work and adult life.

2. Aims

Llantwit Major School recognises learners' statutory entitlement in relation to Careers and Work Related Experiences (CWRE) and will ensure that our learners receive independent and impartial Careers Information Advice and Guidance (CIAG). We will use the Welsh Government (WG),

statutory guidance, and the CfW Toolbox and Toolkit as part of our self-evaluation. Our key intentions are that all pupils will:

- explore CWRE through the use of realistic context; to support our intention of improving learners' motivation and attainment;
- design our courses and programmes in order to support our learners' long term aspirations, particularly through the options process;
- have opportunities, through the Careers Wales Business Education Advisor and other external partners, to receive career-focused enrichment experiences;
- raise awareness of the pathways available to our learners at post- 16 and post- 18;
- understand the changing demands of the world of work including its many economic features;
- have positive, adaptable and enterprising attitudes to lifelong learning and employment;
- plan for their careers and ability to make decisions in a clear, realistic and informed way;
- take responsibility for managing their own learning and for setting ambitious personal targets;
- use personal and social skills well and have respect for themselves and others in working situations.

The school aims:

- to raise levels of attainment and increase ambition through high quality provision for all learners;
- to design our curriculum to ensure that our learners are given the skills and tools enabling them to meet our vision;
- to promote greater awareness for pupils and parents about the world of work and develop a range of opportunities which will enhance our individually designed curriculum;
- to allow our staff to develop a range of appropriate and relevant activities which assist in securing pupil ambition, increasing resilience levels and raising aspirations and achievement – all of which are of the highest possible quality and are regularly monitored;
- to support staff promote awareness and understanding of work, industry, the economy and community within the curriculum and their subject specialty;
- to relate CWRE skills, attitudes, concepts and knowledge learned in school to applications in the wider world;
- to maximise the effectiveness of our industry links;
- to provide learners with unbiased, informed and impartial guidance (through the Careers Wales advisor) on the choices available for education, training and employment as well as other interests; and
- to provide learners with opportunities to engage in CWRE related enterprise activities across all aspects of their educational journey.

3. Management of CWRE

Leaders at all levels should adhere to the vision for Llantwit Major School to be a CWRE focused school.

The **Leader of Learning responsible for CWRE** should:

- advise the SLT member responsible for Careers on policy, strategy and resources for CWRE

- report to SLT
- manage the work of other careers staff
- manage the provision of careers information and curriculum resources
- liaise with other Leaders of Learning to plan and develop CWRE
- maintain an annual CWRE plan
- monitor developments in pedagogical research, theory and practice
- recommend learning and teaching approaches for implementing CWRE
- briefing and support teaching staff
- negotiate an annual Service-Level Agreement with Careers Wales
- establish, maintain and develop activities with industry links
- Engage parents and carers in CWRE
- Carry out CWRE learner voice.

Teachers/form tutors should:

- Be a trusted adult who have made careers decisions and experiences that might inform a young person's career building
- Provide pastoral support and help to make links to career decisions and career support
- Make connections between Areas of Learning and Experience and CWRE in the context of the wider curriculum and build career knowledge, career management skills and career work-related experience into the curriculum;
- Be involved in developing and delivering specific CWRE activities.

4. Curriculum

Delivery of CWRE will take place in years 7, 8 and 9 as part of our Health and Wellbeing curriculum. It will be delivered as a separate module; this will allow a clear identity, expert input and effective planning, progression and evaluation. SoW for all AOLEs for the CfW will incorporate some aspect of CWRE with the following foci:

Year 7 - careers linked to AOLEs
Year 8 – work- related skills
Year 9 – Labour Market Information (LMI)

As part of CWRE, a range of Business Education Activities take place. There include but are not limited to: site visit to Aston Martin; apprenticeship assembly delivered by the Aston Martin team; site visit to Wate group; mock interviews; various entrepreneurs visiting KS3 classes to deliver sessions; Cowshed taking a GCSE Business session

5. Related policies

This CWRE policy links with and supports other policies including: 14–19 Learning Pathways, Learning and Teaching, Health and Safety.

Link to CWRE legislation: Summary of legislation - Hwb (gov.wales)