



NUTURING HEALTHY, ETHICAL, CREATIVE, AMBITIOUS  
LEARNERS.



**Careers and Work Related Experiences Policy  
2024 - 2025**

This policy has been reviewed and approved by the  
Governing Body

Signed:

Date:

11/03/24

Review date

March 2025

## **Introduction and Aims**

At Ysgol Pen y Bryn we are committed to enabling all learners to gain experiences related to careers and developing their knowledge of the opportunities available to them. We strive to ensure that learners have the chance to solve problems, work independently and develop resilience to prepare for further education and the world of work by:

- Understanding the purpose of jobs and careers.
- Introducing pupils to the range of opportunities available to them.
- Introducing learners to opportunities and careers in our local community.
- Developing resilience and adaptability in response to challenges.

Ysgol Pen y Bryn follow guidance from Welsh Government and Careers Wales to inform our CWRE curriculum.

## **Statutory Requirements**

\*Taken from WG guidance\*

Learning about CWRE is fundamental to developing skills for work and life. This helps learners to understand the relationship between their learning and the world of work.

A school's curriculum should enable learners to gain experiences related to work and careers, developing knowledge of the breadth of opportunities available to them throughout their lives. This learning can help them make informed decisions about their career pathways. The four purposes and the integral skills that support them are central to preparing learners for careers and work. These support learners to be resilient, creative and ambitious, requiring them to solve problems, engage with different information and work independently. This will help prepare them to respond to the opportunities and challenges of a changing economic reality.

Effective CWRE is comprised of age- and developmentally appropriate careers education embedded across the areas of learning and experience (Areas). It is supported by a wide range of relevant work-related learning experiences and environments. To help ensure that learners are engaged in CWRE, schools or settings should have regard to a range of factors such as learners' age, knowledge and additional learning needs.

## **Benefits of CWRE**

\*Taken from WG guidance\*

CWRE enables learners to develop their knowledge, skills and understanding in preparation for the challenges and opportunities of further learning and the ever-evolving world of work. CWRE contributes towards learners' realisation of the four purposes of the Curriculum for Wales.

From the age of 3, CWRE should inspire 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

### **Roles and Responsibilities**

The member of staff leading CWRE is Amy McTague and the Senior Leadership Team representative responsible for CWRE is Elizabeth Roberts; they can be contacted by phoning 01492 531260.

They will:

- Take responsibility for developing, running and reporting on the school's career programme
- Plan and manage careers activities
- Manage the budget for the careers programme
- Support teachers to build careers education and guidance into subjects across the curriculum
- Establish and develop links with employers, stakeholders and careers organisations

### **The Programme**

#### **Whole School Approach**

CWRE will be delivered across the curriculum in developmentally appropriate contexts. CWRE provides authentic, real-world experiences to develop learners skills and knowledge about the world of work across the 6 areas of learning and experience. Our approach allows learners to be aware of opportunities and understand the skills they need in order to reach their goals.

It is the responsibility of class teachers to incorporate CWRE into their curriculum planning whilst listening to pupil voice to ensure it is relevant to the learners. Guidance on how CWRE supports learning within each AoLE can be found in the respective sections of this guidance:

- ✓ [Expressive arts](#)
- ✓ [Health and well-being](#)
- ✓ [Humanities](#)
- ✓ [Languages, literacy and communication](#)
- ✓ [Mathematics and numeracy](#)
- ✓ [Science and technology](#)

#### **Skills through CWRE**

Ysgol Pen y Bryn will help learners understand the importance of the skills they need to develop to contribute to the future world of work which will benefit themselves, their local community, Wales and the wider world.

Learners will begin to understand the importance of cross-curricular skills within CWRE.

- **Literacy-** Learners will develop effective communication skills such as to enable learners to consider other's views and opinions and develop positive relationships in the world of work.
- **Numeracy-** Learners will develop confidence to apply numeracy skills such as using and interpreting data and managing money.
- **Digital Competence-** The world of work is increasingly requiring the ability to use digital technology. Learners will begin to question reliability and accuracy of information found on digital platforms when researching information.

### **Work Related Experiences**

Work-related experiences offer a range of valuable opportunities for learners and will include activities such as:

- Careers Week
- Guest Speakers
- Social Enterprise
- Financial Education

These activities aim to inspire and enhance learners' understanding of the world of work at a developmentally appropriate stage.

### **Assessing the impact on pupils**

Our CWRE curriculum is continually adapting to meet the needs of our learners at each Progression Step. We measure and assess the impact of our curriculum by:

- Pupil voice
- Pupil and staff surveys
- Monitoring meetings

### **Resources**

At Ysgol Pen y Bryn we allocate time and resources to our CWRE curriculum, including our Careers Week. Staff are given time to organise and plan these events to enable quality visits for learners from our stakeholders. Resources allocated to CWRE are accessed through our main school budget and aim to link to the different AOEs. Both the CWRE lead and the member of SLT responsible for CWRE are allocated time to work on the actions of the CWQA. In addition, all staff aim to improve CWRE provision across the AOEs which is noted in our monitoring sessions. Staff are also able to access CWRE professional development courses in order to increase the profile of CWRE across the school.

### **Stakeholders and Employers/Business Links**

At Ysgol Pen y Bryn we are committed to working with stakeholders such as parents, governors, Careers Wales, our cluster schools etc in order to provide high quality CWRE education.

### **Monitoring and Reviewing**

This policy, the information included and its implementation will be monitored by the governing body and reviewed annually. The next review date is March 2025.