

## **Careers and Work-Related Education (CWRE) Policy**

### **1. RATIONALE**

This policy ensures effective careers education and guidance is provided for all students. It helps to develop the skills that students will need in the world of work and challenges their preconceptions and stereotypes by raising their ambitions and making them fully aware of the opportunities available in the education system and within the world of work.

As a cross-cutting theme within the Curriculum for Wales there is a statutory requirement for St Cyres to address CWRE through all its provision. 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.

The school's curriculum will 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.

### **2. VISION**

"Empowering Futures: Nurturing, self-aware, curious, and confident decision-makers through authentic learning experiences"

At St Cyres, we envision a cutting-edge career program that shapes the future by equipping our students with the essential skills and mindset required for success in an ever-evolving world. Our program is built on the foundation of self-awareness, curiosity, and confidence, driving students to explore and make decisions in their academic and professional journeys.

### **3. AIMS AND OBJECTIVES**

The main aim of Careers Guidance and Work-Related Education at St Cyres School will assist students to:

3.1 Improve self-awareness and understand their own personal development needs

3.2 Increase general awareness of the changing career opportunities, and opportunities in further and higher education, the world of work, apprenticeship schemes and self-employment

3.3 Be able to start planning their career, make informed choices and manage their own career development.

3.4 Careers and Work-Related Education (WRE) should provide the teaching, learning information and advice that will help students achieve these aims.

#### **4. ORGANISATION AND DELIVERY OF CAREERS AND WRE WITHIN THE SCHOOL**

4.1 Careers and WRE is delivered by all staff when natural opportunities occur. Targeted content is delivered within Wellbeing, Skills Challenge and Sweet\* lessons by a variety of staff and, where appropriate, involves Careers Wales, outside speakers and theme sessions. The school has a partnership agreement with Careers Wales. Skills Challenge and Wellbeing sessions contain activities which support the Careers and WRE aims. Students register online with Careers Wales.com when in Year 7 and explore the website and map career routes using a variety of resources to assist them in their personal development and understanding of job roles in the world of work. More targeted provision is given in Year 11 - 13 within Skills Challenge lessons.

4.2 Careers and WRE needs to provide for the complex variety of options that students face. Students need to develop skills that will enable them to cope with the transition from school to sixth form, college, further education, apprenticeships or the workplace. In particular they need to develop their decision-making skills and have access to information, advice and experiences that can then help them to make realistic choices about their options for their future in the world of work and society.

4.3 Students will have access to information about a wide range of opportunities, but must also be aware of themselves, of their interests, abilities, personalities and their strengths and weaknesses. Furthermore, all students will need to be prepared for making decisions that best match their abilities.

#### **5. WRE IMPLEMENTATION**

5.1 The Head of Careers works with Heads of Year, Area of Learning Leads and Heads of Departments to ensure the best learning opportunities are provided and this is integrated into the Skills Challenge and Wellbeing curriculum.

5.2 The Wellbeing programme within Years 7, 8 enhances students' knowledge of themselves, their personalities and interests thus improving their decision-making skills. The Skills Challenge programme of study starts in year 9 and supports the preparation and development of skill and decision making that is required in Key Stage Four and Five qualifications.

5.3 In Year 8 pre-options talks and resources are provided to assist students with making subject choices for key stage 4 (year 9 onwards) to provide awareness of the factors that affect decision making and understand how to make their option choices. Information is provided to parents/carers during information evenings. Students receive guidance during dedicated assemblies and form time and via the school website on how to explore careers so that pupils review the information effectively at home relating to option choices.

5.4 In Year 9 students use 'job matching quiz' software to explore their personality, their likes, dislikes, and improve their understanding of levels and types of qualifications, labour market information, work training programmes and the variety of careers, jobs and professions available to them. Sessions will be delivered during a drop down half day and supported by Careers Wales and external speakers.

5.5 Students in Year 11 will all receive a one to one interview with an advisor from Careers Wales (as appropriate) who will work with students to look further into further study and career options. There are also opportunities for students in Year 10, 12 and 13 to have the opportunity to utilise the services of the Careers Wales advisor.

5.6 All year 9 and year 12 students take part in an enterprise activity as part of the Foundation / National / Advanced Baccalaureate Qualification to assist them to develop essential transferable skills.

5.7 All year 10 pupils will have the opportunity to attend a careers fair to meet potential future employers, colleges and universities.

5.8 During Year 11, Careers Wales will provide the opportunity for all Year 11 pupils to have a mock interview with an employer. Pupils will be supported to prepare a CV, cover letter and potential answers to common questions in Skills Challenge lessons and form time prior to these interviews.

5.9 Most year 11 students who apply for the Sixth Form attend an informal interview with the Head of Sixth Form or a member of the senior leadership team to support them in making the appropriate subject and career choices.

5.10 Sixth form students receive guidance through their learning coach and Head of Sixth form for the UCAS process including application guidance and university visits.

5.11 Occupational talks are provided where appropriate within lessons. Guest speakers from local colleges, industries and public services attend to talk to interested students about specific pathways. Students meet outside speakers from the world of work and are able to listen to individuals reflecting on their experiences. Futures Fortnight within year 12 allows all pupils to have occupational talks to widen their understanding of their choices post year 13.

## **6. FUNDING AND PROFESSIONAL LEARNING**

6.1 A budget for CWRE and Skills Challenge is combined. The Head of Careers will liaise with Heads of Year about provision of transport for appropriate trips to support CWRE provision.

6.2 The Head of Careers will undertake appropriate training to ensure clear direction in the planning and delivery of a CWRE program.

6.3 All teaching staff will undertake training to have an understanding of why and how CWRE can be integrated into the curriculum which is a requirement of the Curriculum for Wales.

## 7. PROCEDURES FOR MONITORING AND EVALUATION

Implementation of this policy will be monitored by the Headteacher, Senior Leadership Team, Head of Careers and Work Related Education, Area of Learning Lead for Health and Wellbeing. The views of learners will be sought. Discussions take place with facilitators and with parents to inform policy development.

The following people will be consulted when the policy is reviewed

- School Council
- Parents/Guardians/Carers
- Staff
- Governors
- Careers Wales Representatives

The policy will be reviewed every **two** years.

Date accepted by the Governing Body: December 2023

Date to be reviewed: December 2025

