

Ysgol Llandrillo Yn Rhos



Careers and Work-Related Experiences (CWRE) Policy

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Chair of Governors: Des Jones

Date adopted:

Review date: September 2025

Contents

Contents	Page Number
Vision Statement and Aims	3
Policy Development	4
Statutory Requirements	5
Roles and responsibilities	6-7
Implementation and Delivery	8-12
Monitoring, Review and Development	13
Business Links	14
Signature of Approval	15

Vision Statement and Aims

In Ysgol Llandrillo Yn Rhos, our vision for CWRE is to "create confident, ambitious, enterprising and creative learners" through providing experiences and opportunities for pupils to develop transferable skills for the World of Work.

To support learners to develop these skills, Ysgol Llandrillo yn Rhos will embed CWRE throughout the 3 to 11 continuum and across the curriculum. This policy aims to set out Ysgol Llandrillo yn Rhos' provision for achieving skills necessary for our learners' futures. Our aims include;

- Building self-development and career management skills and an understanding of their own strengths
- Providing a clear understanding of the working world
- Promote a culture of high aspirations and equality of opportunity
- Develop pupils' awareness of the variety of career choices, education, training and opportunities available to them through career and work related experiences

Policy Development

At Ysgol Llandrillo yn Rhos we understand the key value and influence that our community can have on children's learning. This policy has been designed in partnership with many providers through hearing their voice and opinions and putting their feedback into how we deliver the programme.

The aims, objectives and curriculum plan for CWRE in our school was shared with our CWRE curriculum coordinator from Careers Wales and with the governing body during a Governors meeting on the 21st November 2024. Governors were given the opportunity to ask questions about the policy and how it will be used in schools and provide advice. From this, a governor was appointed to support the careers lead with the effective delivery.

Secondly, staff were given the policy on the 9th December 2024, during our staff meeting where they were shown how it links with our current curriculum and how it could be delivered with ideas. Staff were given an opportunity to feedback to the careers lead.

Strong evidence points to the considerable influence that families have on the career and educational decisions of their children. Therefore we next gave a Microsoft Form on the 25th October 2024, on our social media app 'Dojo' to parents and carers of the school. Parents and carers were informed of the importance of CWRE in our school and knowledge to help their children and could input their feedback on the current draft policy and offer their own experiences of careers and work as a learning resource.

Putting learners and the learner voice at the heart of CWRE helps our school to provide content appropriate to learner development. Human rights education and the UNCRC, also a cross-cutting theme, establishes the right of children to be consulted and involved in decision-making that affects their education. Learners in our school have a part to play in designing, implementing and evaluating CWRE. For this reason, a child friendly google form questionnaire was created for children to give their feedback on what areas they would like to learn about and how.

Moving forward, we would also like to link with Alumni - Former students as we understand they can be powerful role models across the curriculum showing current learners what is possible for them too. We will do this through linking with our 'Feeder' schools that show a reciprocal interest in creating a continuum of learning in CWRE and in sharing professional learning, for example through ambassadors.

Statutory Requirements

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.

Effective CWRE is comprised of age- and developmentally appropriate careers education embedded across the areas of learning and experience. 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. These are outlined in the six aims of inspirational CWRE which provides a framework for thinking about the content and building blocks and progression in CWRE. They include:

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.

6. Welsh in the workplace

Learners appreciate the increasing range of opportunities in the workplace where an ability to communicate in Welsh is important.

Roles and Responsibilities

Careers Lead

The careers lead at Ysgol Llandrillo yn Rhos is Miss C Evans and Mrs G Hughes and they can be contacted by phoning the school on 01492 549648 or emailing EvansC2208@hwbcymru.net.

Our careers leader will:

- Take responsibility for developing, running and reporting on the school's career programme
- Plan and manage careers activities such as careers week
- 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, education and training providers, and careers organisations
- Work closely with relevant staff, including our additional learning needs co-ordinator (ALNCO), to identify the guidance needs of all of our pupils with special educational needs, looked after children and/or disabilities (SEND)
- Given the opportunity to undertake Professional Learning to develop knowledge around CWRE.

Governing Body

At Llandrillo yn Rhos, our governing body hold responsibility for the following:

- Provide clear advice and guidance on which the school can base a strategic careers plan which meets legal and contractual requirements
- Appoint a member of the governing board who will take a strategic interest in careers education and encourage employer engagement
- Make sure that a range of education and training providers can access pupils throughout their primary education and a good transitional link is set up for high school
- Make sure that details of our school's careers programme and the name of the careers leader are published on the school's website and Dojo site.
- Make sure that arrangements are in place for the school to meet the statutory requirements for delivery of CWRE.

Staff

- All staff are responsible for providing an education of which includes providing opportunities for learners to develop their understanding of different careers

available to them through following our implementation section below. It will be the responsibility of the teaching staff to plan in CWRE into their learning intentions.

- Staff will be given the opportunity to undertake Professional Learning to develop knowledge around CWRE.

Implementation and Delivery

Whole School Approach

CWRE will be delivered across the curriculum for learners to explore and understand the world of work in developmentally appropriate contexts. CWRE provides real-world learning and experiences that support learners in developing their skills and applying their knowledge and understanding within all the Areas. In doing so, CWRE supports the design of a purposeful curriculum and opportunities for authentic learning which is vital to learners' increasing understanding of their career choices as they progress.

CWRE in AOLE's

Embedding CWRE in Areas connects learning to real-world contexts and to young people's futures.

CWRE provision needs to engage with each of the Areas. All Areas help to prepare young people for their careers, and all Areas are enriched by thinking about how they contribute to the development of young people's career knowledge and skills and how learning in the Area will continue to be used throughout life. Schools need to ensure that CWRE learning is progressive, with learners being appropriately stretched as they develop.

Embedding CWRE learning in the Areas can help learners to:

- explore progression pathways linked to the Area
- recognise the relevance of learning in the Area to careers, work and life
- use examples from careers and the world of work as a resource and a context for learning in the Area
- know the value of qualifications in this Area
- explore work tasks, roles and workplaces associated with occupations in the Area
- explore the changing nature and future of work in the Area
- know about application processes for learning and work opportunities in the Area
- meet role models who work in the Area
- understand the importance of this Area to the culture, economy and society.

Skills through CWRE

Ysgol Landrillo yn Rhos will help learners to begin to appreciate the importance of using [skills integral to the four purposes](#) within careers and work-related experiences. Ysgol Llandrillo yn Rhos will encourage learners' evolving perception of their potential

contribution to the future world of work. This learning will progress to enable them to appreciate how their contributions can benefit not only themselves but also the future prosperity of their communities, Wales and the wider world. See attached integral skills and CWRE lens below.

➤ Creativity and innovation

Through being actively engaged in real-life examples from the world of work, learners can develop their confidence to be more curious and inquisitive. This enables learners to begin to consider, investigate and generate novel solutions to problems, which can provide opportunities to develop an entrepreneurial mind-set. Skills that contribute to individuals becoming creative and innovative are increasingly valued by employers across sectors, as they can support advancements and the continuous improvement of efficiency and effectiveness in industry.

➤ Critical thinking and problem-solving

As learners begin to develop their critical thinking and problem-solving skills, CWRE contexts can be used to encourage risk-taking. Applying these skills to their own career pathway supports learners to better understand the correlation between risk and reward, and how this impacts on their experience of the world of work. Learners should critically analyse a diverse range of information to shape their views and perspectives on the world of work. This will support them to understand and consider the impact of their decisions, now and on [future generations](#).

➤ Personal effectiveness

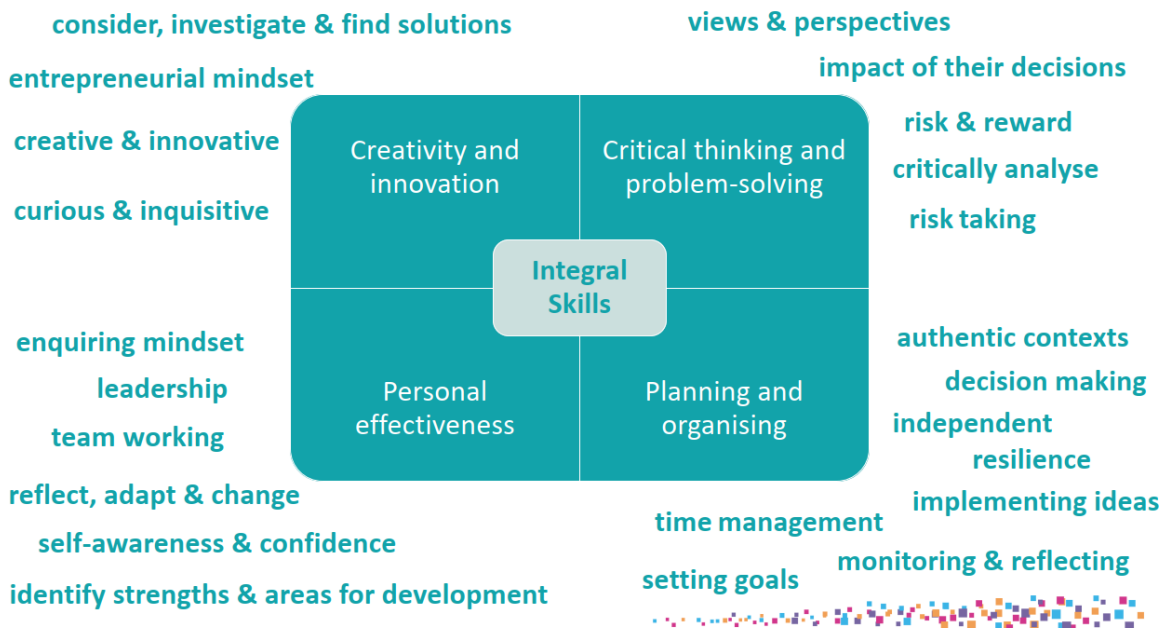
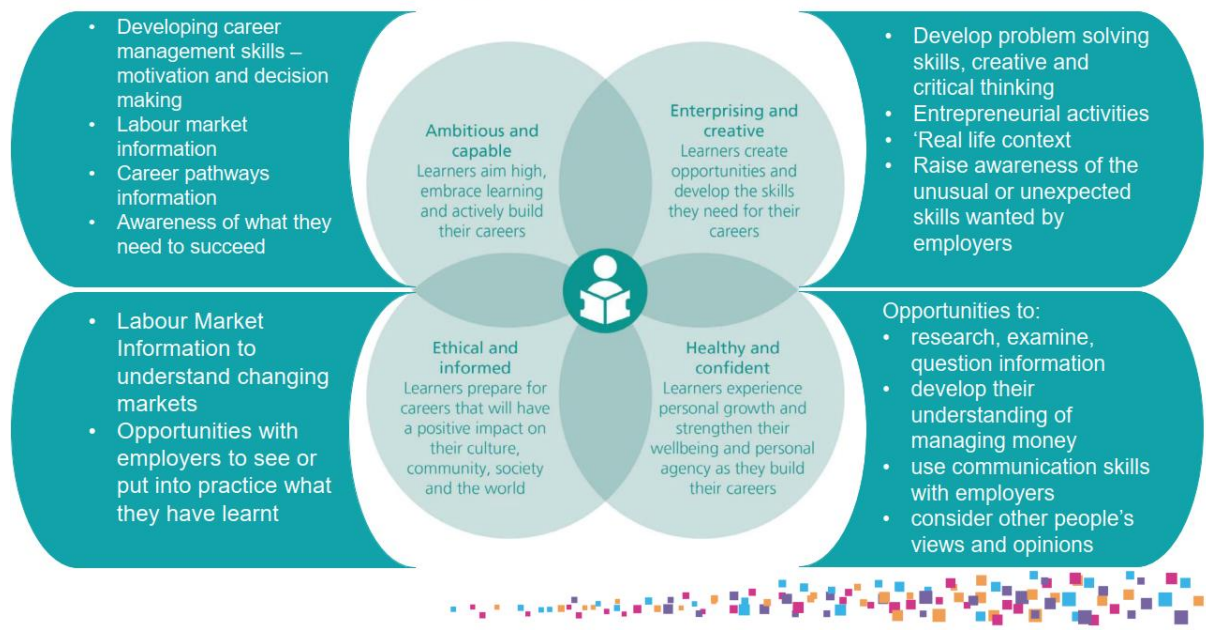
Learners' growing self-awareness and confidence contributes to their appreciation of their self-worth and how this relates to what they have to offer to the world of work. Employers value skills such as contributing to a team, leadership, resilience and the ability to reflect, adapt and change in different situations. As learners progress, they should increasingly reflect on their effectiveness during and after careers and work-related experiences, enabling them to identify strengths and areas for further training and development. Developing an enquiring mind-set encourages learners to be open to acquiring new skills. This can support learners in becoming more adaptable which will enable them to access further opportunities in the world of work.

➤ Planning and organising

Experiencing these skills in authentic contexts can help develop learners' decision-making and reflective-thinking skills. CWRE allows learners to demonstrate their planning and organising skills, such as implementing ideas, setting goals, time management and monitoring and reflecting on results. Learners can be encouraged to become increasingly independent, which will support them in taking greater responsibility for their development in work and study. Planning and organising skills are highly valued by

employers, and learners need to be supported to understand the relevance of these skills so that they can achieve their ambitions.

The 4 Purposes through a CWRE lens



Cross curricular skills

Ysgol Llandrillo yn Rhos will help learners to begin to appreciate the importance of using their cross-curricular skills within careers and work-related experiences.

➤ Literacy

The world of work requires the ability to communicate effectively and apply literacy skills in different contexts. Developing effective communication skills enables learners

to engage in careers and work-related experiences, for example, when considering other people's views and opinions. This will help learners understand the importance of developing positive relationships in the world of work.

➤ Numeracy

The world of work requires the ability to use numeracy effectively. Learners need to develop confidence in applying their numeracy skills, for example, when using and interpreting data and understand the importance of managing money in work and life. Learners, as they progress with their numeracy skills, should have opportunities to apply knowledge within different CWRE contexts.

➤ Digital Competence

Increasingly, the world of work requires the ability to use digital technology in a wide range of situations. With an ever-evolving and international world of work, learners need to develop their digital confidence and capability, which will enhance their communication skills, as well as be able to access CWRE opportunities and analyse information from beyond their own locality.

A learner's *digital footprint* can be long-lasting and affect their career prospects, both positively and negatively. Learners should be encouraged to question the validity and accuracy of the information found on digital platforms when considering their life choices.

Work Related Experiences

Work experience opportunities support learners to develop future career aspirations. These will take many forms depending on the local community. Work-related experiences encompass a range of activities including employer visits, workshops as well as enterprise experiences, taster sessions and careers events.

At Ysgol Llandrillo yn Rhos the following Work Related Experiences take place:

- Careers Fair
- Guest Speakers
- Careers City Workshops

Examples of CWRE in our school

In Year 6, students participated in a Microbit Workshop focused on Morse code, led by Alex Cluett from ScienceHub STEM BBC: Microbit. This workshop was directly linked to our ongoing World War Two topic, during which students explored the Enigma machine and the use of Morse code. Alex also shared insights into his own career in coding and highlighted the various career opportunities available to individuals with strong skills in coding, decoding, and computer science.

The workshop had a significant impact on the students, inspiring many to purchase their own Microbits and participate in the Microbit Gladiators competition organised by the BBC. We believe this experience has broadened the students' understanding of the diverse career paths that can stem from a proficiency in debugging, coding, and technology.



Monitoring, Review and Development

CWRE will take many forms. We are currently developing a plan with staff to think about how CWRE will come into our topics and how this will be evidenced. Once this has been discussed the plan will be attached to this section.

This policy, the information included, and its implementation will be monitored and reviewed by the governing body and careers lead annually.

The next review date is September 2025.

Ways in which we will monitor CWRE in Ysgol Llandrillo yn Rhos:

- Learner feedback
- Staff questionnaires
- Presentations in staff meetings
- Parent questionnaires
- Parent comment forms (after Careers fair)
- Pupil voice at the beginning of each topic

Business Links

At Ysgol Llandrillo yn Rhos, we are dedicated to fostering strong partnerships with local businesses to enhance the career development of our students. This commitment is exemplified through our annual Careers Fair, which invites up to 16 professionals from a range of sectors to engage with students and provide insight into their respective fields. During the event, we will actively encourage local businesses, as well as parents and friends of the school, to volunteer their time and expertise by participating in the fair.

Additionally, we aim to introduce students to a new career pathway each year, aligning these opportunities with the themes of each year group. These initiatives will be supported by Careers City, a resource offering diverse career options across various sectors, many of which students may not have previously encountered.

Moving forward, we would also like to link with Alumni - Former students as we understand they can be powerful role models across the curriculum showing current learners what is possible for them too. We will do this through linking with our 'Feeder' schools that show a reciprocal interest in creating a continuum of learning in CWRE and in sharing professional learning, for example through ambassadors.

At Ysgol Llandrillo yn Rhos, we recognise the vital role that parents and carers play in the career development of their children. To ensure they are well-informed and involved, we will regularly communicate relevant career-related information and work experience opportunities via email, the Dojo App, and formal letters.

Signature of Approval

Careers Lead

Catrin Evans - [Catrin signature here]

Governing Body

Governor name - [governor signature here]

Head teacher at Ysgol Llandrillo Yn Rhos

Nicola Rowlands - [head teacher signature here]