

Ysgol Bryn Castell



Careers and Work-Related Education (CWRE) V2.0

Written in line with Welsh Government Statutory Guidance.

Person	Date	Activity
Rebecca Francis & Sarah Peel	Autumn 2023	Draft policy v0.1 developed
Stakeholders including GB	Spring 2024	Consultation with stakeholders on draft policy
Governing Body	Spring 2024	Final document published
Governing Body	Autumn 2025	Policy Annual review (v2.0)

Careers and Work-Related Education (CWRE)

1. Context and Vision

Ysgol Bryn Castell (YBC) is committed to adopting a Whole School Approach to high-quality provision of Careers and Work-Related Experiences (CWRE) for all learners.

The purpose of this policy is to provide all stakeholders (learners, staff, parents/carers, governors, and external organisations) with information about the provision of CWRE in our school.

Careers and Work-Related Experiences is one of five cross-cutting themes within the Curriculum for Wales for learners aged 3 to 16. Careers and the world of work is part of the basic curriculum for all 11- to 16-year-olds as part of the national curriculum and is a requirement of the Learning Core of Learning Pathways 14 – 19. All pupils at YBC have access to effective Careers and Work-Related Experiences (CWRE) consists of careers education embedded across the areas of learning which is supported by a range of work-related learning experiences.

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

High quality careers guidance is important for our pupils' futures, and YBC aims to:

- help pupils prepare for the workplace, by building self-development and career management skills
- provide experience of and a clear understanding of the working world
- develop pupils' awareness of the variety of education, training and careers opportunities available to them
- help pupils to understand routes to careers that they are interested in, and to make informed choices about their next step in education or training
- promote a culture of high aspirations and equality of opportunity

2. Statutory Requirements

The guidance for CWRE is statutory and is issued under section 71 of the Curriculum and Assessment (Wales) Act 2021. YBC is responsible for designing and developing CWRE and have referred to this guidance when designing our curriculum: [CWRE statutory requirements](#).

Careers and the world of work is part of the basic curriculum for all 11 – 16 year olds as part of the national curriculum and is a requirement of the Learning Core of Learning Pathways 14 – 19.

3. Benefits of CWRE

CWRE within Ysgol Bryn Castell seeks to ensure children and young people are able to:

- develop the attitudes and values required for employability and lifelong learning
- aspire to succeed within the workplace
- manage their individual learning pathways and make effective career choices

- develop the skills required by employers
- become entrepreneurial
- be motivated to face the challenges, choices and responsibilities of adult life
- gain an understanding of local employment opportunities

4. Roles and Responsibilities

4.1 Staff

All staff will work with the Management Team (MT) and Careers Wales and will:

- Take responsibility for developing, running and reporting on the school's career programme
- Plan and manage careers activities
- 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 to identify the guidance needs of all our pupils and put in place personalised support and transition plans

4.2 Management Team (MT)

Our MT will:

- Support the careers programme
- Make sure our school's careers leader is allocated sufficient time, and has the appropriate training, to perform their duties to a high standard
- Allow training providers access to talk to all pupils
- Network with employers, education and training providers, and other careers organisations

4.3 The Governing Body (GB)

Our governing body will:

- Determine and authorise the CWRE Policy, ensuring it is compliant with the Statutory Requirements.
- Ensure the CWRE Policy is up to date and reviewed regularly.
- Ensure the CWRE Policy is widely disseminated throughout the whole school community.

5. Careers Programme

Ysgol Bryn Castell has embedded a careers programme that aims to inform and encourage pupils to consider their career options and take steps to understand their choices and pathways. Our linked Careers Advisor offers statutory independent guidance to pupils from KS3 onwards. We promote a full range of vocational options for pupils and do not show bias towards any particular career path.

CWRE is structured in a way that builds upon previous learning and encourages pupils to think appropriately about their future.

5.1 Key Stage 2 and Key Stage 3

CWRE will support pupils in their planning and choices for their future pathways. This includes:

- Linking curriculum learning to careers / workplaces
- Encounters with employers and employees during in school careers events
- Visits to places of employment
- Mini enterprise activities
- Identify and develop personal skills
- Careers workshops
- Independent Careers Guidance with Careers Wales

5.2 Key Stage 4 and Post 16

CWRE at KS4 will support pupils in their planning and choices for their future pathways. This includes:

- Linking curriculum learning to careers / workplaces
- Encounters with employers and employees during in school careers events
- Internal and / or external work experience placements (where appropriate)
- Visits to places of employment
- Mini enterprise activities
- Develop personal skills
- Careers workshops
- Independent Careers Guidance with Careers Wales

6. Work Related Experiences

YBC offers our pupils a wide range of work- related experiences including through the following;

- Y Cwpan Bach – school cafe
- Work experience days and weeks on and off-site
- Work related visits to careers events
- Entrepreneurs coming into school
- STEM days (Wilmott Dixon)
- Talks from and visits to College/ITEC/ACT

7. Assessing the impact on pupils

Our CWRE programme is designed so pupils can give feedback about their progress and curriculum content, allowing their progress to be measured as they move through our school. We measure and assess the impact of CWRE by:

- Teacher / pupil / employer evaluation of career events e.g., workshops, career talks / visits, encounters with employers & employees
- Evaluation of work experience placements by pupils and employers
- Progress is monitored and recorded by the teacher and reported to parents/carers.

8. Monitoring and Reviewing

- All staff at Ysgol Bryn Castell contribute to CWRE through their roles
- The Career Wales Advisor plays a vital role in delivering an effective CWRE programme, they visit the school regularly offering guidance to both learners and staff
- This policy and the information included will be monitored by the governing body.