

# Ysgol Pentrehafod

# Pentrehafod School



## Careers Policy *Polisi Gyrfaoedd*

Reviewed June 2018

Adolygu ddiw ethaf Mehefin 2018

Next Review June 2021

Adolygiad nesaf Mehefin 2021

Reviewed by:

J M Bamsey, Assistant Headteacher

June 2018

Article 17

*“You have the right to get information that is important to your well-being”*





# Careers Policy Statement

## Rationale

Young people need to be equipped to take their place in a rapidly changing world of work within the global economy. CWW is about the relationships between young people, their learning and the world of work, enabling them to see the value of, and the relationship between, education, qualifications and skills.

## Key aims

To support young people to:

- Become ambitious, enterprising, ethical and confident learners.
- Develop the attitudes and values required for employability and lifelong learning.
- Manage their individual learning pathways and make effective career choices.
- Develop the skills required by employers
- Be motivated to face the challenges, choices and responsibilities of adult life.

## Commitment

We are committed to:

- The rights of each child to develop their skills and abilities in line with the UNCRC Rights of the Child.
- A planned and/or bespoke programme appropriate the needs of all learners.
- Access to individual advice and guidance on choice and progression.
- Delivery that promotes equality of opportunity and inclusion.



- Varied participation in enterprise and work related experiences.
- An annual agreement with Careers Wales which identifies the contributions that each partner will make.
- Links with the 14-19 network.
- Working in partnership with colleges of Further Education, local industry and business.
- The use of the national framework and its associated guidance as a basis for our learning programmes.
- Promotion of the delivery of Careers Education across the curriculum.
- The pursuit of specific pathways for individual and groups of learners.

The school will work closely with external agencies, in particular Careers Wales West to fulfil the conditions of the Partnership Agreement.

## **Entitlement and Principles**

The school will provide a programme of Careers Education for all students.

- It will provide impartial advice and guidance.
- Effective timelines will allow progression.
- It will challenge stereotypes based on gender, race, disability or orientation.
- It will assist individuals to analyse their own needs and skills.
- The programme will aim to increase self-awareness and identify personal development needs.
- It will help pupils to become aware of changing career opportunities in the labour market, further and higher education and self-employment.
- It will help to develop skills in career planning that will help them make choices and manage their career development.
- It will help to make the curriculum more enjoyable while encouraging flexibility, co-operation and enterprise.
- It will help to develop skills.



- It will encourage all disciplines to incorporate elements of Careers Education and Work.
- Related Education into schemes of work and throughout the pastoral programme.
- The school will work closely with external agencies, in particular Careers Wales West to fulfil the conditions of the Partnership Agreement.

## **Learner Outcomes and Skills Development**

In line with the Welsh Government's requirements that are set out in "Careers and the World of Work: a framework for 11-19 year-olds in Wales" (2013), learners will be provided with opportunities at both Key stages to develop skills which will support them in their transition to adulthood and beyond. These include:

### **Years 7-8**

- Work both independently and cooperatively.
- Listen attentively and respond helpfully.
- Access an appropriate range of sources for help, support and advice within defined contexts.
- Locate, select and summarize information, identifying key points.
- Select and interpret data about learning and career opportunities.
- Use ICT to find, check and use relevant information.
- Consider their own and other people's ideas about learning, careers and the world of work to inform opinions and decisions.
- Develop a range of ideas to solve problems.
- Communicate clearly in English or Welsh, as appropriate, about careers and the world of work.
- Organise information about themselves clearly and positively.



- Plan, agree and review targets.
- Manage time within given structures.
- Adapt to new situations.
- Be able to apply learning to a range of situations.

### **Years 9-11**

- Work both independently and cooperatively within the classroom and beyond.
- Listen attentively and respond helpfully noting strengths and weaknesses of views.
- Access a wide range of sources for help, support and advice.
- Locate, select and identify key points from a range of information, including any lines of reasoning.
- Select, compare and interpret data relevant to their own needs.
- Use ICT to find information that is accurate and relevant for a range of purposes.
- Consider their own and other people's perspectives about learning, careers and the world of work to inform opinions and decisions.
- Seek out and evaluate innovative solutions to problems.
- Communicate coherently in English or Welsh, as appropriate, about careers and the world of work.
- Present information about themselves effectively in a variety of forms.
- Plan, set targets and review/reflect on learning.
- Manage time with some independence.
- Adapt to a range of new situations.
- Be able to apply learning to a range of situations both within and outside school.
- Show emerging awareness of customer needs.



**Delivery at both Key Stages will be through:**

- Relevant subject areas as part of the curriculum delivery.
- Form activities.
- Assembly presentations
- WBQ.
- Group work and individual interviews with the Careers Advisor.
- A programme of external speakers and activities.
- A programme of activities and interventions supported by the Careers Adviser and Careers Wales.
- The use of the Careers Wales Online website.
- The development of the Careers section of the Careers Wales West Website.
- Bespoke activities such as Careers Fairs.
- Engagement with employers, businesses and colleges at specified times during the academic year.

**Related Policies**

CWW links with and supports other policies including 14-19 Learning Pathways, teaching and learning, assessment and reporting, care, support and guidance, equal opportunities, health and safety and additional educational needs (ALN) including gifted and talented learners.

**Review Procedure**

There will be an annual review meeting which will normally occur prior to the renewal of the partnership agreement meeting with Careers Wales. The results of this will be communicated to the governing body in its late summer term meeting or where that is not timely, the early Autumn term meeting.



This Policy was presented to Governors on ...**11 July 18**.....

It will be reviewed 3 years from the above date,...**July 21**..... or if National and Local Policy or Guideline is updated.

Signed.....

A handwritten signature in black ink, appearing to read 'M Hughes', written over a dotted line.

**Mrs M Hughes**

**Chair of Governors**