



Policy owned by Headteacher



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1. Vision & Rationale

As a Catholic school, our mission is to **“Grow in Love”**. We aim to provide a faith-based environment where every person is valued, supported, and inspired to maximise their God-given talents. We encourage all learners to use their skills and passions to make the world a better, fairer place for everyone.

In line with this mission, we believe every learner has the **right and opportunity to explore their place in the world**, to understand the relationship between learning and work, and to develop the skills needed to lead fulfilling lives. Careers and Work-Related Experiences (CWRE) are a statutory cross-cutting theme under the Curriculum for Wales for learners aged 3–16, and form an integral part of achieving the **Four Purposes**.

Through CWRE, learners will:

- Reflect on their strengths, interests, and values through structured reflection, learning journals, and guided discussions.
- Explore a diverse range of future learning, training, and work opportunities through guest speakers, themed projects, and visits.
- Acquire transferable employability skills such as teamwork, problem solving, communication, and digital literacy through cross-curricular learning.
- Understand the link between education, employment, wellbeing, and contribution to society through role models and Catholic Social Teaching principles.

CWRE is not a standalone subject but is **woven into the fabric of school life**, our ethos, and all Areas of Learning and Experience (AoLEs). It supports our commitment to holistic development and lifelong learning.

2. Aims

We aim to deliver CWRE that is engaging, inclusive, and progressive. To achieve this, the school will:

- **Develop awareness of a variety of jobs and sectors:**
Learners will explore real-world careers through classroom themes, local industry links, and regular guest speakers.
- **Develop self-awareness:**
Learners will complete age-appropriate reflection activities and personal goal-setting tasks to identify their skills, strengths, and interests.
- **Understand education and training pathways:**
Staff will embed discussion of further education and vocational routes within topic work, highlighting links to real-life applications.
- **Provide work-related experiences:**
The school will organise **employer visits, virtual tours, enterprise projects, and role model sessions** throughout the year.

- **Encourage learner voice:**

Learners will contribute to planning CWRE themes through school council input, reflection logs, and surveys.

- **Develop staff expertise:**

The CWRE Lead will coordinate regular **professional learning sessions**, sharing strategies and best practice across the school.

3. Roles & Responsibilities

CWRE is a whole-school responsibility. To ensure effective development and delivery, roles are clearly defined:

Governing Body

- Review and approve the CWRE policy every three years.
- Monitor implementation through annual reports and pupil outcomes.
- Allocate resources and ensure alignment with the school's strategic priorities.
- The named CWRE Governor will meet termly with the CWRE Lead to discuss progress and impact.

CWRE Lead / Careers Leader

- Develop and oversee a **whole-school CWRE plan**.
- Liaise with **Careers Wales**, employers, and community organisations to coordinate visits, talks, and resources.
- Support teachers in integrating CWRE into their planning.
- Maintain an annual **CWRE evidence portfolio** of activities, feedback, and evaluations

Teachers

- Integrate CWRE into termly topics, ensuring progression and inclusion.
- Use pupil voice to tailor content to learners' interests.
- Record CWRE activities in planning documentation and capture learning outcomes through displays, photos, and pupil work.

Learners

- Engage actively in CWRE activities.
- Reflect on what they learn about themselves and the world of work.
- Provide feedback to help improve CWRE provision.

Parents/Carers

- Support learning at home by discussing jobs, skills, and interests.
- Volunteer to speak about their professions or help during career events.
- Engage in transition discussions and activities.

External Partners

- Offer authentic workplace and role model experiences.
- Support enterprise and STEM-related initiatives.
- Collaborate with Careers Wales to ensure high-quality engagement.

4. Curriculum Design & Implementation

CWRE is **embedded across all AoLEs**, ensuring relevance and real-life application.

- **Foundation Phase (Ages 3–7):**
 - Role-play corners (e.g., vet clinic, post office, construction site).
 - Visits from parents and community helpers.
 - Storybooks and projects linked to jobs, fairness, and helping others.
- **Key Stage 2 (Ages 7–11):**
 - Careers Fairs, enterprise challenges, and digital skills workshops.
 - Use of **Careers Wales Primary Resources**.
 - Curriculum links to maths (budgeting), literacy (writing job profiles), and expressive arts (advert design).
- **Progression:**

CWRE builds annually through increasingly complex activities — from **awareness and curiosity** in the early years to **reflection and aspiration** by Year 6.
- **Inclusion & Equity:**

Activities promote equal opportunities, celebrate diversity, and ensure representation from varied genders, abilities, and backgrounds.
- **Transition Support:**

Year 6 learners will engage in **secondary readiness sessions**, including workshops on independence, wellbeing, and future aspirations.

5. Professional Learning

Continuous professional development (CPD) is essential for staff to stay up to date with developments in careers education, the labour market, and emerging careers. This ensures CWRE is delivered effectively and reflects the changing needs of learners.

To deliver high-quality CWRE, staff will:

- Participate in **annual CPD sessions** delivered by Careers Wales and internal leaders.
- Access **online resources and toolkits** to plan meaningful experiences.
- Share **good practice** during staff meetings and peer observations.

- The CWRE Lead will attend Careers Wales professional networks and feedback updates to the teaching team.

6. Stakeholder Engagement

A critical component of an effective CWRE programme is the strength of partnerships with employers, industry groups, and community organisations. These relationships bring authenticity to career education and provide learners with real-world insights and experiences.

The school will:

- Host **Career Insight Days** inviting parents, parishioners, and local businesses.
- Publish CWRE information and updates on the school website and newsletters.
- Partner with **local employers, voluntary organisations, and colleges** for authentic engagement.
- Involve learners and parents in evaluating the impact of CWRE provision.

7. Monitoring, Evaluation & Review

The success of CWRE depends on continuous monitoring, feedback, and regular evaluations. We are committed to using data and evidence to inform practice, ensuring the CWRE programme evolves and meets the needs of learners, staff, and stakeholders.

- The CWRE Lead will maintain a **monitoring log** of activities and outcomes.
- Annual evaluations will collect evidence from **learner surveys, staff feedback, and partner input**.
- Findings will inform the **CWRE Development Plan**, updated annually.
- The Governing Body will review progress against key success indicators each year.

8. Resources & Budget

To deliver a high-quality, comprehensive CWRE programme, sufficient resources must be allocated and effectively managed.

- The CWRE Lead will manage a **designated annual budget** to fund trips, materials, and resources.
- Free or subsidised materials from **Careers Wales** and other educational partners will be utilised.
- Staff time will be built into planning cycles for CWRE integration and reflection.
- Digital tools such as **Hwb** and **Careers Wales websites** will support delivery.

9. Rights & Equality

The school is committed to ensuring that all learners, regardless of gender, ethnicity, socioeconomic background, or additional learning needs, have equal access to high-quality CWRE opportunities.

- All CWRE activities align with school policies on **equality, inclusion, ALN, and Welsh language**.
- Teaching materials and examples will challenge stereotypes around gender, race, ability, or background.

- Every learner will be encouraged to aspire and achieve, recognising their unique potential and dignity as a child of God.

10. Communication & Policy Approval

- This policy will be reviewed and approved by the Governing Body every **three years** or sooner if required.
- It will be shared with all staff through induction and annual briefings.
- The full policy will be accessible on the **school website**, ensuring transparency for parents and the wider community.

Review Date: November 2028