

## Careers and Work-Related Experience

### POLICY STATEMENT

- At Ysgol Tŷ Monmouth, we have a shared vision to support our Pupils' achievement of Article 23 (UNCRC, 1989) through a meaningful and purposeful curriculum, whilst incorporating careers and work-related education (CWRE) as a priority. This includes promoting skills that can be applied in the home, in leisure pursuits, volunteering or unpaid experiences, and paid work, in a manner that is developmentally appropriate to each Pupil.

*"A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community" Article 23: (UNCRC, 1989).*

- We will provide Pupils with a progressive curriculum, with attention to the following:
  - Exploring self and society** (develop understanding of the purpose of work)
  - Widening horizons** (awareness of the range of opportunities available)
  - Overcoming barriers** (developing attitudes and behaviour to overcome barriers to CWRE)
  - Exploring opportunities** (explore meaningful experiences in learning, work, and enterprise)
  - Developing adaptability and resilience** (learners develop skills to adapt to challenges, choices, and responsibilities)

### Document Control

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# 1. Scope

## 1.1 Introduction

- 1.1.1 Career choice and success affects the life and wellbeing of every individual, community, and society. As Pupils move through their curriculum, they should become more focused on their goals related to their future life beyond school.
- 1.1.2 Appropriate Careers and Work-Related Experience (CWRE) develops Pupils' confidence and equips them with the skills they need when they leave school and empowers them to navigate the world of work in a unique but successful way.
- 1.1.3 The implementation of this policy will support the Pupils to develop their understanding of their own skills and interests, how this applies in the world of work, and potential future education and employment opportunities.

## 1.2 Method

- 1.2.1 Pupils follow a theme-based curriculum, which supports their journey toward realising the four purposes (Curriculum for Wales (CfW)). The curriculum includes stand-alone planning with a focus on CWRE but is also a key strand of the theme-based learning across the areas of learning. There is a focus on developing skills which can be applied in the wider world and work-related learning. Pupils will:
  - i. Explore self and society through experiences to develop self-awareness and personal reflection; religious, ethical, and moral discussion, rights and responsibilities, wellbeing through purposeful activity, and exploration of “big issues” such as the right to decent work, fairness, inclusion, environmental protection, and sustainable economic development.
  - ii. Widen horizons by strengthening aspirations for the future through the descriptions of learning for each of the Areas of Learning Experience, pastoral support, and person-centred reviews. Curriculum work should introduce learners to new experiences and possibilities. They should access and use careers information to support their decisions about their own pathway, and that of others around them.
  - iii. Overcome barriers to learning: Many of the Pupils at Ysgol Tŷ Monmouth face barriers (for example having an additional learning or mental health need, socio-economic deprivation, and negative past experiences). This block of learning is therefore crucial to the Pupils and their future success. It is likely to be a weighted focus of the curriculum for most Pupils. Pupils will be supported to overcome their barriers through an integrated, therapeutic approach combined with a curriculum which provides opportunities for success and the development of positive identity and a growth mindset. This will lead on to an improved sense of self, increased belief in learning and access to opportunities provided both in and out of school. Pupils will have opportunities to develop decision making, activity and career planning and financial capability.

- iv. Explore opportunities: Pupils can explore creative opportunities through visits from external sectors, community activity, enterprise activity, role play, volunteering, and work-related experience. Pupils “learn by doing” to support employment skills such as measured risk taking, leadership, problem-solving, working in a team and customer care.
- v. Develop adaptability and resilience: This is a key area of development for all Pupils at all stages of the curriculum, and it is vital for promoting healthy mental, emotional, and physical health. In the context of CWRE, adaptability and resilience develop resourceful learners able to manage their own careers, make successful career transitions and maintain employability. Pupils work toward developing their self-belief and motivation to manage challenges, choices, and responsibilities. Pupils develop skills through thematic learning, problem-based enquiries, and projects, both as individuals and as part of a team.

## **2. Cross-Curricular Responsibilities**

### **2.1 Literacy**

- 2.1.1 Success in the world of work often relies on working with others in a positive way. Engagement in careers and work-related experiences is therefore dependent on effective communication and social skills. Language and literacy sessions will support Pupils to understand how social communication changes according to context and environment, including the rules applied in a place of work. Pupils will have the opportunity to develop speaking and listening skills, recognise and consider the opinions of others, and develop their vocabulary.

### **2.2 Numeracy**

- 2.2.1 Numeracy is a key aspect within all areas of our lives, including the world of work. Pupils at Ysgol Tŷ Monmouth will have the opportunity to develop numeracy skills in a practical way, so that they become confident to apply these skills in future experiences (including the workplace). They will develop their understanding of money management, and how this applies to us and the wider economy.

### **2.3 Digital Competence**

- 2.3.1 Digital competence is present in most jobs. This technology continues to evolve, and systems become more specialised to different settings and contexts. It is therefore vital that the Pupils at Ysgol Tŷ Monmouth can develop confidence and capability within this area. Pupils will learn how to use digital systems safely and understand both the risks and benefits of its use.

### 3. Integral skills

#### 3.1 Creativity and Innovation

- 3.1.1 Creative and innovative individuals are an asset to the workplace, as this approach fosters curiosity and an entrepreneurial outlook. Pupils will have the opportunity to plan, develop and complete creative enterprise projects throughout, and at all stages of the curriculum. As Pupils progress through, they will be challenged to understand how these activities link to the external world of work. Pupils will be supported to produce and develop their own ideas and should have the confidence to communicate these to a range of people. Pupils will be supported to “try and review” and develop resilience and flexibility to overcome challenges.

#### 3.2 Critical Thinking and Problem-Solving

- 3.2.1 At Ysgol Tŷ Monmouth, fostering confidence and self-belief will be key for Pupils to begin to develop their ability to think critically and apply problem solving skills, which over time, they can apply to goal setting toward and achievement of their personal pathway. Pupils will have opportunities to explore diversity and new perspectives in the context of the world of work.

#### 3.3 Personal Effectiveness

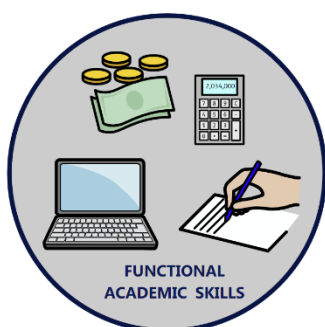
- 3.3.1 Pupils may arrive at Ysgol Tŷ Monmouth with low confidence and self-esteem which can impact on their choices and opportunities within the world of work. Supporting Pupils' health and wellbeing and understanding that they matter and have valuable opinions and skills, will support their personal effectiveness over time. As Pupils' confidence develops, they will also be offered opportunities to work as a team, in different roles and be part of their personal development plan, along them to set goals, reflect and adapt. These skills will be applied in a work-related context, throughout the curriculum.

#### 3.4 Planning and Organising

- 3.4.1 Planning and organising skills are highly valued by employers and Pupils need to be supported to understand the relevance of these skills so that they can achieve their ambitions. The curriculum and experience for Pupils at Ysgol Tŷ Monmouth will support the development of planning and organisational skills. In the context of Careers and the World of Work, Pupils will be encouraged to take responsibility for setting goals for their learning, be more independent and responsible in their time management, be reflective and flexible in personal and group evaluations.

#### 3.5 Grow Curriculum

- 3.5.1 The Grow curriculum provides Pupils with the support necessary to apply the skills they need for their future placement, whether that be Further Education, Work based learning etc. and use this to transition into adulthood. This is based around skills development related to:



3.5.2 This will be individual to each Pupil's pathway but may include:

**Functional/Academic Skills**

English  
Maths  
Digital Skills

**Life Skills**

Self-Care  
Travel Training  
Home Management  
Budgeting

**Employability Skills**

Identify/Develop Job Skills  
Workplace Rights  
Workplace Routines  
Work Related Experience

3.5.3 Pupils continue to be assessed via the whole school assessment framework, and progress toward individual education targets, to ensure outcomes are person centred and meet the needs of the Statement of Educational Need/Individual Development Plan/Education Healthcare Plan.

3.5.4 Pupils will have the opportunity to extend their learning by working towards accredited projects and qualifications, where this is beneficial to their individual pathway and aspirations.

3.5.5 This may include:

- Entry Level Pathways
- BTec Sweet
- Duke of Edinburgh Awards
- Essential Skills

## 4. **Monitoring and Review**

4.1.1 The success of careers and work-related experiences may be measured in the following ways:

- Increased knowledge of the range of jobs and career options.
- Increased participation in work related activity, including (where appropriate) in the local community.
- Pupils' ability to communicate independently at their level.
- Increased confidence in communication from Pupils.
- Increase in positive behaviours related to work related learning, as measured via Motional.
- Increase in the success rate of individual learning goals.
- Termly showcase of Pupil's development (for example enterprise days).
- Small steps progress as evidenced via b squared assessment tool.
- Increase in the success rate of individual learning goals.
- Observation of positive Pupil behaviour and interaction.

4.1.2 This policy will be reviewed on an annual basis, in line with the curriculum review, and as required according to up-to-date guidance and legislation.

## 5. **Legislative Framework**

5.1.1 This policy has been drawn up about best practice and guidance from the below:

- ALN Code of Practice Wales 2021
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Children Act 2004
- Education Act 2002
- Careers and work-related experiences (CWRE), 2022.