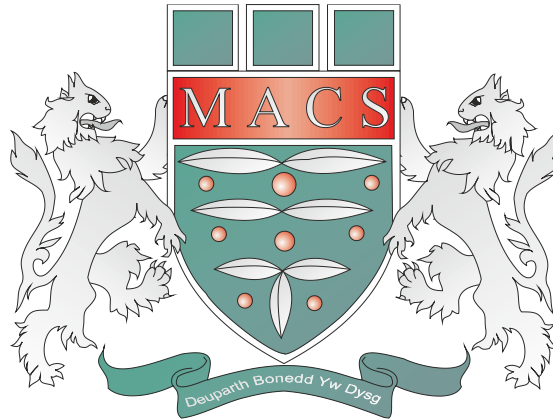


# Mountain Ash Comprehensive School



## CWRE Policy

Signed \_\_\_\_\_ *G. Thomas* \_\_\_\_\_ (Chair of Governors)

Date 24.12.25

Updated: November 2025

Next update: November 2026

# **Mountain Ash Comprehensive School**

## **Careers and Work-Related Education (CWRE) Policy**

### **Rationale**

At Mountain Ash Comprehensive School, we are committed to fostering motivated, ambitious, caring, and successful learners who are equipped to thrive in their future careers and life pathways. Our Careers and Work-Related Education (CWRE) programme supports every student through inclusive, empowering, and personalised guidance that recognises each learner's unique talents, interests, and aspirations.

CWRE challenges stereotypes, broadens horizons, and raises aspirations by providing up-to-date, impartial information about education and career opportunities. Every teacher plays a vital role in inspiring curiosity, confidence, and care as students explore their futures.

Embedded across the curriculum, CWRE enables learners to develop the knowledge, skills, and values needed to succeed in an ever-changing world. Through collaboration with external partners, employers, and educational organisations, we nurture ambition and personal growth empowering all learners to become confident and capable contributors to society.

### **Statutory Requirements**

Learning about careers and work-related education is fundamental to developing essential life and employability skills. It helps learners understand how their education connects with the world of work and empowers them to make informed choices about their futures.

The school's curriculum ensures that all learners gain meaningful experiences linked to careers and work, helping them to appreciate the breadth of opportunities available throughout their lives.

Effective CWRE includes age-appropriate and developmentally relevant career learning embedded across all Areas of Learning and Experience (AoLEs). It is supported by a range of purposeful, real world learning experiences. Delivery takes into account learners' age, knowledge, and additional learning needs to ensure full inclusion and engagement. For further guidance, refer to the Curriculum for Wales framework available at <https://hwb.gov.wales/curriculum-for-wales/>.

## **Aims**

CWRE at Mountain Ash Comprehensive School enables learners to develop the knowledge, skills, and understanding required to succeed in further education, training, and employment. It supports the realisation of the Four Purposes of the Curriculum for Wales.

From the age of 3, CWRE inspires learners to:

- Understand the purpose and value of work for individuals and society.
- Broaden their awareness of the range of opportunities available to them.
- Develop positive attitudes and behaviours that promote employability, career management, and lifelong learning.
- Appreciate the growing number of roles in which Welsh language skills are an asset.
- Explore opportunities through a variety of meaningful experiences in learning, work, and enterprise.
- Develop resilience, adaptability, and self-belief to respond confidently to the challenges of work and life.

Through CWRE, learners are empowered to:

- Be motivated and self-aware, understanding their strengths and areas for growth.
- Be ambitious in exploring a wide range of career and learning opportunities, including further education, apprenticeships, and employment.
- Be caring in their approach to others, valuing equality, diversity, and inclusion.
- Be successful in making informed, confident decisions about their pathways and developing the resilience to achieve their goals.

## **Roles and Responsibilities**

### **Careers Lead**

The school's Careers Lead is Mr. Andrew Laity, who can be contacted on 01443 479199 or via email at [andrew.laity@macs.uk.net](mailto:andrew.laity@macs.uk.net). The Careers Lead will:

- Develop, implement, and review the school's CWRE programme.
- Support staff to embed careers education and guidance across the curriculum.
- Establish and maintain strong links with employers, education providers, and careers organisations.
- Collaborate with the ALENCo and Careers Adviser to provide targeted support

for learners with Additional Learning Needs (ALN) or Special Educational Needs and Disabilities (SEND).

- Work with the Designated Teacher for Looked-After Children (CLA) to ensure these learners receive tailored advice and support, including through their Personal Support Plans (PSPs).
- Review the school's Provider Access Policy annually in consultation with the Governing Body.

### **Careers Adviser**

Our professionally trained Careers Adviser, provided through Careers Wales (<https://careerswales.gov.wales>), is qualified to QCF Level 6 in Career Guidance and Development and registered with the Career Development Institute (CDI).

The Careers Wales service supports learners through:

- Broadening horizons and raising awareness of labour market trends.
- Developing essential career-planning and employability skills.
- Providing one-to-one and group guidance at key transition points.

Support is differentiated according to learner need:

- Universal Support – group sessions and digital resources.
- Career Check Support – one-to-one guidance for those requiring additional support.
- Targeted Support – for learners at risk of being underrepresented in post-16 education, employment, or training.
- Additional Learning Needs Support – personalised one-to-one guidance for learners with ALN.

### **Governing Body**

The Governing Body will:

- Provide strategic direction and ensure that the CWRE policy meets statutory requirements.
- Appoint a link governor to oversee careers education and employer engagement.
- Ensure impartial careers guidance is available to all pupils aged 11–18.
- Guarantee that a range of education and training providers can access pupils in Years 8–13 to share opportunities for technical qualifications and apprenticeships.
- Publish details of the school's careers programme and Careers Lead on the school website.

## **Implementation**

CWRE is delivered through Personal and Social Education (PSE), form-time activities, and subject-based learning, ensuring progression and consistency across all key stages.

Key elements include:

- Early guidance in goal setting and decision-making to build motivation and ambition.
- Promotion of equality, diversity, and inclusion, creating a caring and respectful school culture.
- Practical experiences such as enterprise challenges, guest speakers, and work placements to develop employability skills.
- Targeted support for Sixth Form learners, including UCAS advice, mock interviews, and transition planning.

Directors of Learning and teaching staff are responsible for embedding CWRE learning intentions within curriculum planning from Year 7 through Sixth Form, with activities such as career fairs, PSE days, and skills development sessions.

## **Skills Development Through CWRE**

CWRE develops skills integral to the Four Purposes of the Curriculum for Wales and helps learners recognise their potential contribution to their communities, Wales, and the wider world.

**Creativity and Innovation:** Learners develop curiosity, confidence, and problem-solving skills through real-world experiences that encourage entrepreneurial thinking and adaptability.

**Critical Thinking and Problem-Solving:** Through CWRE, learners analyse information, assess risks, and make informed choices, understanding the link between decision-making, opportunity, and reward.

**Personal Effectiveness:** Learners build confidence, resilience, teamwork, and leadership skills, reflecting on their progress and setting personal goals for growth and success.

**Planning and Organising:** Learners strengthen independence, time management, and reflective thinking through authentic projects that prepare them for the demands of study and work.

Cross-Curricular Skills:

- Literacy: Enhancing communication and collaboration.
- Numeracy: Applying data handling and financial understanding in work contexts.
- Digital Competence: Using technology confidently and responsibly, understanding the impact of their digital footprint on future opportunities.

### **Work-Related Experiences**

Meaningful work-related experiences inspire learners and connect classroom learning with real-world applications. At Mountain Ash Comprehensive School, these include:

- Annual Careers Fair (Years 9–13)
- Year 10 Work Experience Programme
- Guest Speaker and Employer Engagement Events
- Year 12 Community Challenge
- Health and Social Care Partnership with the Health Board
- University and Apprenticeship Taster Sessions

These experiences promote ambition, care, and confidence, ensuring that all learners understand the diverse and dynamic nature of the world of work.

### **Monitoring and Evaluation**

The CWRE programme is regularly reviewed and evaluated by the Senior Leadership Team, Careers Lead, and Governing Body, incorporating feedback from students, staff, and external partners.

Mountain Ash Comprehensive School is dedicated to continuous improvement, ensuring that our CWRE provision remains motivated in its delivery, ambitious in its scope, caring in its approach, and successful in its impact empowering every learner to achieve their full potential.

### **Approval and Review**

This policy has been approved by the Governing Body and will be reviewed every two years or earlier.

**Date of approval:** November 2025

**Date of next review:** November 2027