



Welshpool High School
Ysgol Uwchradd Y Trallwng

Raising Achievement By Raising Expectations

Codi Cyrhaeddiad Trwy Godi Disgwyliadau

Welshpool High School

CAREERS AND WORK-RELATED EXPERIENCES (CWRE) POLICY (Statutory)

Date Reviewed: March 2026

Date for Review: March 2027

Signed:
Chair of Governing Body

Date: 19/03/2026

Signed:
Headteacher

Date: 19/03/2026

Rationale

This policy recognises that all pupils are entitled to good quality provision for Careers Education Guidance/Work Related Education within the curriculum that supports personal development and lifelong careers. Careers Education and Guidance and Work-Related Education (CEG/WRE) are considered to be one theme. However, at Welshpool High School we do have a work experience policy separate to this document. This policy and practice is based firmly on the criteria outlined in the Careers Wales Quality Award, which the school achieved in July 2021.

Welshpool High School will continue to meet the standards outlined in this award and is fully committed in working towards the standards in every academic year. We have strong partnerships with local companies and parents. Pupils and staff work closely under the overarching guidance of Careers Wales.

Welshpool High School understands that pupils need to be equipped to take their place in a rapidly changing world in the global economy. Careers and the World of Work (CWW) is about the relationships between young people, their learning and the world of work, enabling them to see the value of education, qualifications and skills. CWW is part of the basic curriculum for all 11-16 year olds and it is also part of the requirements of the Learning Core of Learning Pathways 14-19.

Pupils at Welshpool High School will benefit from:

- access to a range of activities that inspire them, including employer talks, careers fairs, motivational speakers, college and university visits and access to a learning coach and various mentors
- links with local employers, to help boost attitudes and employability skills, learn about the range of roles and opportunities available
- work experience provision where it is appropriate and beneficial
- access to advice on options available at post-16 including apprenticeships and entrepreneurialism, and opportunities available from other post-16 providers
- face to face advice and guidance to build confidence and motivation
- coordinated support from external agencies including the local authority where pupils are vulnerable, have special educational needs or are at risk of becoming NEET (not in education, employment or training)
- information on the financial support available to them post-16
- the opportunity to book a careers appointment with a trained specialist at school. This opportunity is available to all pupils in every year group
- activities during form time, assemblies and PSE/RSE in all year groups that promotes awareness of a wide range of career opportunities and progression routes
- tailored support for all statemented pupils through progression and transfer reviews, and individual meetings for pupils in all Year groups

Key aims

To ensure that our pupils can:

- 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
- become entrepreneurial
- be motivated to face the challenges, choices and responsibilities of adult life

Commitment

Welshpool High School is committed to:

- a planned PSE/RSE programme to cover CWW
- 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 agreement with Careers Wales which identifies the contributions that each partner will make
- growing links with the 14-19 network
- local industry and business links

Related policies

CWW links with and supports other policies including 14-19 Learning Pathways, teaching and learning, assessment and reporting, Personal and Social Education (PSE) and Relationships and Sexuality Education (RSE), work experience, equal opportunities, health and safety and additional educational needs, including gifted and talented learners.

Review procedure and Quality Assurance

An annual review meeting with Careers Wales takes place at the start of every academic year during which a renewal of the partnership agreement with Careers Wales is accredited and signed. Termly review meetings with Careers Wales also review progress for the previous academic term. The results of this will be communicated and shared with staff and the governing body when appropriate. Welshpool High School achieved the Careers Wales Mark in July 2021 and was recognised as having a cycle of continuous improvement in place in order to improve standards in Careers and the World of Work. The Careers Wales Mark operates in a three-year cycle.

Further quality assurance of the school's provision is carried out by reviewing destinations data on an annual basis. This enables trends and gaps in provision to be identified.

Trained Careers Wales staff deliver part of the Careers Education content and conduct pupil interviews. Options discussions with Year 9 and Year 11 pupils are completed with senior leaders who are experienced in this and offer realistic advice to pupils. Careers Wales deliver a destination survey to key stage 4. Based on pupil responses to the survey, Careers Wales hold interviews with pupils individually and within small groups.

External speakers are regularly invited into school and Welshpool High School works closely with Careers Wales to create curriculum links with industry both locally and nationally. Learning about CWRE is fundamental to developing skills for work and life. This helps learners to understand the relationship between their learning and the world of work. Where possible, external visits are also arranged to demonstrate further links and opportunities.

Additional careers related sessions/activities are delivered by teaching staff who are provided with the specific resources to use. Heads of Year monitor the delivery to ensure it is of a high quality.