

# OAKMONT Education

## Policy



Careers and work-related experiences.

Ratification	
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<b>Signature</b>	L Nihan

Policy	
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## Introduction

Oakmont school recognises the importance of providing our pupils with meaningful opportunities to learn about careers and work-related experiences. We believe that by doing so, we can help our pupils to develop the necessary skills and knowledge required to succeed in the world of work.

At Oakmont School we have adopted the Curriculum for Wales (CfW) and its four purposes, aimed at developing:

- Ambitious capable learners
- Ethically informed citizens
- Healthy confident individuals
- Enterprising creative contributors

Our intention is to provide a broad, balanced and engaging curriculum, ensuring that our pupils overcome any barriers to learning and achieve their full potential.

CfW guidance requires a curriculum that considers local, national and international contexts and develops an understanding of careers and work-related experiences (CWRE). Careers guidance and experience should be provided at a developmentally appropriate level for all pupils.

## Aims

This policy sets out our school's provision of impartial and informed careers guidance and work-related experience for all pupils.

High-quality careers guidance enables pupils to develop their knowledge, skills and understanding in preparation for an ever-changing world of work and further learning.

Our provision aims to inspire pupils to:

- Develop an understanding of the purpose of work in life, both for themselves and for society as a whole
- Become increasingly aware of the range of opportunities available to them, broadening their horizons.
- Develop the attitudes and behaviours required to overcome barriers to employability, career management and lifelong learning.
- Appreciate the increasing range of opportunities in the workplace.
- Explore opportunities through a variety of meaningful experiences in learning, work and entrepreneurship.
- Develop resilience and the ability to be adaptable in response to the challenges choices and responsibilities of work life
- Help pupils to understand routes to careers that they're interested in, and to make informed choices about their next step in education or training.
- Promote a culture of high aspirations and equality of opportunity.

This policy complies with The Independent School Standards (Wales) Regulations 2003 and has regard to the Curriculum and Assessment (Wales) Act 2021 and the Additional Learning Needs and Educational Tribunal Act 2018.

It may be read in conjunction with our Curriculum Policy among others.

## Curriculum design and content

Effective CWRE will not be taught as a standalone subject but be embedded across the six areas of learning and experience covered in the CfW. These are:

- Humanities,
- Health and Wellbeing
- Mathematics and Numeracy
- Languages, Literacy and Communication
- Science and Technology
- Expressive Arts

As pupils develop their skills and apply their knowledge and understanding within each area of learning, they are provided with a context through which the world of work can be explored. These contexts are revisited at incrementally more detailed levels as pupils develop and move through the school.

Authentic, context-based learning will encourage pupils to appreciate their developing skills and strengths, and reflect on how these could be applied in the workplace. They will begin to understand how their contribution to the future world of work may benefit not only themselves, but their communities too. Context based learning can also encourage pupils to understand and even appreciate how their cross-curricular skills of literacy, numeracy and digital competency have an important application to careers and work.

Developing the cross-curricular skills and the skills integral to developing the four purposes outlined above, will allow our pupils to be effective applicants in the job market. Being creative, a problem solver, having resilience to see a project through, being co-operative with a team, being able to plan and organise for example, will not only make our young people ambitious capable learners and enterprising creative contributors, but are all highly marketable employability skills.

## Curriculum delivery

Our CWRE delivery will cover a wide range of experiences in addition to those embedded within the curriculum as described above. We host guest speakers for presentations, interactive workshops or question and answer sessions and we also visit professionals in the workplace. The best CWRE programmes expose pupils to a broad variety of role models including inviting our alumni to return and speak about their experiences after Oakmont School. We have developed strong links with local colleges, working parents, carers and family members and local employers. As we seek to continually develop our range of contributors and stakeholders, we welcome enquiries from new employers and training providers.

As pupils enter Year 9 we work closely with Careers Wales, ensuring our pupils get 1:1 support in considering their strengths and career interests and receive guidance on working towards their chosen area of work or study. We involve parents and carers are closely in these discussions and the transition planning process. There can be anxiety about change and moving on, so this process begins early and is carefully paced so that the best opportunities for each individual are explored.

Where appropriate in Years 10 and 11, pupils can follow employability related qualifications from the Open Awards, Asdan and WJEC.

Our CWRE programme is based on the Gatsby Benchmarks of Good Career guidance. We show no bias towards any career path and promote a full range of work and study related options for pupils.

CWRE is structured in a way that builds upon previous years, and the overarching aim is to ensure a developmentally appropriate relating of learning to the workplace, over time. Our pupils are encouraged to think appropriately and with positivity, about their future and their choices.

## Roles and responsibilities

The Director of Education fosters and develops links with employers, training providers and careers advisory organisations to support this programme.

The Head Teacher ensures this policy is adhered to and that staff are supported in meeting their obligation to deliver appropriate work-related guidance as part of their curriculum planning. The Head Teacher ensures that Careers Wales are notified as pupils reach Year 9 and are available to support pupils and attend their individual Person Centre Reviews.

Teachers are responsible for adhering to this policy, ensuring opportunities for CWRE are incorporated at a developmentally appropriate level into their planning and that all pupils understand how their developing skills can be beneficial in the workplace.

Parents and carers are involved in supporting their child's choices and interests, attending person centred reviews, transition meetings and visits with colleges or training providers.

Pupils are encouraged to engage fully with the work-related opportunities provided and with professionals that visit school to share experiences and knowledge with them.

### Brighter futures

We recognise the importance of supporting our pupils in their career development and work-related learning.

The Brighter Futures program provides guidance and support to individuals at all stages of their career journey, offering advice on education and training opportunities, career planning, and job search skills. By participating in the program, our pupils can gain access to a range of valuable resources and services, including:

Career guidance and support from experienced advisors

- Information on education and training opportunities, including apprenticeships, vocational courses, and higher education.
- Help with CV writing, job applications, and interview skills.
- Support for individuals facing redundancy or job loss.
- Resources and information on industry sectors and labour market trends.

### Monitoring and review

This policy will be monitored and reviewed annually by school leadership to ensure that it remains effective and up to date with any government guidance. This will be part of the school self-evaluation process.

The impact and effectiveness of the CWRE programme will be measured through pupil and parent feedback and analysing the destination of leavers each year.

This feedback will be gathered through questionnaires, discussions and meetings and used to identify any areas of CWRE that require improvement or development.