

Pathways and CWRE Policy

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V1	June 2025	CED	Review and updated in line with Wales' new Curriculum for Wales developments

Associated documents

This policy is guided by the following Welsh Government documents:

- New Curriculum for Wales Framework Statutory Guidance for Careers and Work-Related Experiences
- 14-16 Learner Entitlement Indicators Framework

It is also supported by key school policies, particularly:

- Curriculum Policy
- Pathways and Careers and Work-Related Education Curriculum Map (under construction).

The main purpose of our Pathways and CWRE policy is to:

1. Ensure that students have access to a range of curricular and extra curricular **learning experiences** that will develop their knowledge, aspirations and skills for making successful choices about future qualifications, careers and work-related pathways. These are planned to enable them to play their part in the future of the economy of Wales.
2. Ensure access to a **range of professionals** who support students in their decision-making processes for Y9 Options, post 16 and post 18 next steps, including relevant school staff, industry and external agency representatives and the Careers Wales Advisor.
3. Ensure that **parents, guardians and carers** are informed and involved in the decision-making processes at transition points in a student's education.

Roles and Responsibilities:

Teachers and Form Tutors will;

- champion CWRE in their subject area.
- deliver specific CWRE activities as part of the school's Wellbeing Curriculum.
- provide advice and guidance to support students' future decisions around their 14-16 qualification choices, post-16 choices and careers support.
- give Post-16 options advice and support UCAS applications alongside general careers advice.

Heads of Year and Heads of Faculty will;

- co-ordinate advice and guidance to support students' future decisions around their 14-16 qualification choices, post-16 choices and careers support.

- make connections between Areas of Learning and Experience and CWRE in the context of the wider curriculum and build career knowledge, career management skills and career work-related experience into curriculum areas.
- recommend learning and teaching approaches for implementing CWRE.
- plan programmes of learning using the CWRE toolkit and toolbox available on the Wales.gov website.
- brief and support teaching staff delivering the CWRE and Pathways resources.
- establish, maintain and develop activities with appropriate industry and other outside agency links.
- engage parents and carers in CWRE and Pathways processes.
- evaluate CWRE and Pathways learning, including CWRE student voice feedback.
- link with Careers Wales, Inspire to Achieve and other appropriate outside agencies to identify and support students at risk of being NEET.

Careers Wales Officer will;

- liaise with Heads of Year and SLT to plan and develop CWRE learner experiences across all Key Stages.
- support students in Years 9-13 to identify and secure appropriate pathways post 16 and 18.
- signpost opportunities available from external agencies and employers to provide careers and pathways support.

SLT will;

- lead the strategic planning of CWRE and Pathways priorities in conjunction with key staff and national frameworks.
- negotiate an annual Service-Level Agreement with Careers Wales.
- establish, maintain and develop activities with appropriate industry and other outside agency links.

NEET Strategy.

Throughout Key Stage 4, student progress is monitored and analysed during a number of key points (see Assessment schedule). This collection and analysis of data, together with informal data, determines the interventions and additional support put into place to personalise support for students who are identified as possible NEETs. (Not in Employment, Education or Training). Further support is put in place in conjunction with appropriate external agencies, such as Careers Wales and Inspire to Achieve.

Monitoring & review

This policy will be reviewed at least once every two years and updated as required. In reviewing the policy, a wide range of the school community will be consulted. The policy will be reviewed by the Senior Leadership Team, Director of Sixth Form Studies, Heads of Year, and members of the governing body.