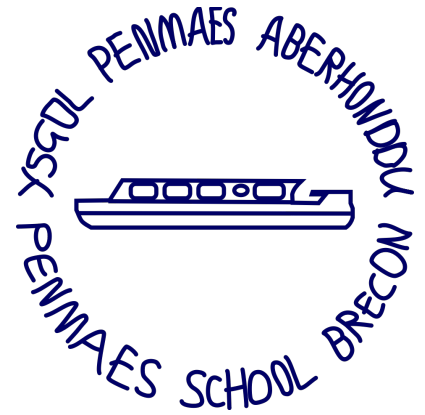




Ysgol Penmaes



Careers and the World of Work Policy

Policy Review


This policy will be reviewed as detailed in the school's policy review cycle. It may also be necessary to review and amend it sooner to reflect both local and national changes.

Ratified by Governing Body	Signature	Date
Headteacher: Angharad Bryn-Jones		19.4.23
Chair of Governors: Clancy Brett		19.4.23
Next review date: April 2024		

Our Mission Statement is clear:

Successful Healthy Individuals Nurturing Excellence (SHINE)

Our Vision is simple:



At Ysgol Penmaes we continually strive to do more than just educate, it is our aim to offer every pupil the opportunity to achieve their full potential in a safe, secure and enriching environment. It is our intention to offer a curriculum that promotes ambitious, capable and informed pupils at a developmentally appropriate level. Penmaes places a strong focus on the well-being of all, facilitated through highly effective communication processes. Learning is delivered in a way that facilitates an immersive multi-sensory curriculum that is fun and provides real life authentic experiences which help to build resilience; positively impacting development, whilst ensuring the promotion of collaboration and independence. We as a special school ensure a common language for learning along with celebrating and embracing Cynefin/place whilst planning, teaching and learning ensures a broad, balanced and creative curriculum promoting the 4 purposes of the Curriculum for Wales and encouraging pupils to be the best they can be.

Our School Values are fundamental:

- Friendship and kindness
- Resilience and perseverance
- Empathy and trust
- Communication and respect
- Responsibility and teamwork
- Positivity, creativity and tolerance

All of our values promote healthy, positive relationships. By modelling the values we aim to raise pupils' self-esteem and confidence in learning, whilst creating a positive school community environment for all.

This policy should be read in conjunction with the following school policies: ALN, Curriculum and Assessment, Recording and Reporting and Equal Opportunities.

Rationale

This policy will provide an overview of the principles and practice of delivering Careers and the World of Work.

Penmaes is a Professional Learning Network School (PLN) for the new curriculum developments and fully incorporates the new curriculum for Wales 2022 which has been 'designed by teachers, built for children.

The new curriculum for Wales states:

'Curriculum for Wales 2022 seeks to allow for a broadening of learning, supporting settings and schools to be more flexible in their approaches, and provide education leaders and practitioners with greater agency, enabling them to be innovative and creative.

At the heart of this are the Four Purposes of the curriculum, setting out the aspirations for all children and young people by the time they leave school, enabling them to be successful learners, who play an active part in their community and wider society, and who are prepared to thrive in an increasingly complex world.'

The curriculum at Ysgol Penmaes is continually being developed by staff to reflect the individual and holistic needs of our pupils. Ensuring that all pupils, regardless of their abilities and needs make progress and have access to exciting and stimulating experiences during their time at school.

We have included statutory and non-statutory guidance and have adopted a broad range of principles to ensure the curriculum at Ysgol Penmaes is relevant to all. As a school we recognise that our pupils need access to a range of other experiences which include multi-sensory environments, therapeutic input and educational visits. All of these in turn provide blended and real life authentic learning experiences which are essential to ensure inclusivity for all.

The curriculum at Penmaes is fully inclusive; all pupils irrespective of race, gender, culture, sex, colour or additional needs will have equal access to the very best learning experiences and opportunities.

Our curriculum at Penmaes takes account of Welsh Government guidance regarding the use of Literacy and Numeracy Framework, The Digital Competence Framework (DCF), Foundation Phase Framework and Routes for Learning. We at Penmaes understand the importance of providing cross-curricular experiences for our pupils and ensure that Literacy, Numeracy and the DCF are fully promoted throughout learning.

The 4 Purposes of the 2022 Curriculum for Wales

The Curriculum for Wales 2022 makes it explicit that the new curriculum and assessment arrangements in Wales will be fully inclusive and,

“easily understood by all, encompassing an entitlement to high-quality education for every child and young person and taking account of their views in the context of The United Nations Convention on the Rights of the Child (UNCRC), and those of parents, carers and wider society.”

At Penmaes the Four Purposes are at the heart of the curriculum and we are fully engaged and committed to translating, developing, implementing and embedding these as they apply for pupils with complex Additional Learning Needs (ALN) within a special school setting. Penmaes has translated the Four Purposes into pupil friendly statements that are accessible in the learning environment.

At Penmaes we want all of our pupils to become:

- **Ambitious**, capable learners ready to learn throughout their lives;
- **Enterprising**, creative contributors ready to play a full part in life and work;
- **Ethical**, informed citizens of Wales and the world;

- Healthy, confident individuals, ready to lead fulfilling lives as valued members of society.

More information regarding the Four Purposes can be found using the following link:
<https://hwb.gov.wales/draft-curriculum-for-wales-2022/a-guide-to-curriculum-for-wales-2022/#the-four-purposes-of-the-curriculum>

Purpose of the policy:

- to highlight the significance of Careers and the World of Work;
- to develop high quality experiences for pupils from 3-19 years of age, based on individual needs and abilities;
- to give direction and support for teachers and staff across all age ranges.

Careers and the World of Work

Careers and the World of Work relates to the working relationships between young people, their learning and the world of work. It should help to equip and prepare learners for life after school. It should help them to see the relevance of what they are currently learning and how it relates to their future.

Cross-curricular Responsibilities:

All staff are responsible for developing pupils skills in Literacy, Numeracy and Digital Competence.

The LNF is a guidance tool to support teachers in embedding literacy and numeracy into their teaching and across all AoLE's. The LNF outlines the skills pupils can develop over time.

Routes for Learning (RfL) identifies progression steps along a route map for pupils with severe and complex learning needs who are working at the earliest stages of development.

Staff at Penmaes will use the LNF and DCF to:

- ensure pupils have opportunities to develop and where appropriate to master the skills that are set out in these.
- ensure as even as possible coverage across all AoLE's.
- Inform and monitor assessment, recording and reporting including discussions with parents/carers and pupils.
- Help pupils to self-assess their work and to plan next steps.

Pupils' skills and progress in Literacy and Numeracy is tracked using the assessment app EvidenceMe and through each of the AoLE's profile sheets.

Teachers planning takes into account the LNF, DCF and RFL and termly work scrutiny reflects this.

What is Careers?

Aims:

Penmaes will work collaboratively to:

- help learners to plan and manage their pathway through the range of opportunities in learning and work
- support learners in making effective career choices
- give learners opportunities to see that they can flourish in a variety of work settings
- encourage learners to become motivated, set long term goals and overcome barriers
- give opportunities to learners to see the relevance of their studies to their life and work
- support learners in developing Key Skills and other skills required by employers
- prepare learners for the challenges, choices and responsibilities of work and adult life.
- help learners to explore the attitudes and values required for employability and lifelong learning
- support pupils alongside the advice and guidance of Careers Wales and a specific Careers Adviser designated to the school.

Objectives:

In order to achieve our aims at Penmaes for Careers, staff will:

- deliver a Careers based programme of study on a weekly basis as set out on timetables
- liaise with the school Careers Adviser to create individual pathway documentation and to support in guiding learners into making effective choices for the future
- work with Careers Wales to enhance learning opportunities and create links between the school and employers

Strategies for Teaching and Learning (Careers):

At Penmaes we use a range of teaching and learning styles and place great emphasis on active learning.

Teaching

Teaching strategies include opportunities for:

- specific skills to be directly taught;
- skills to be practised and where necessary repeated as it sometimes takes years before some pupils master them;
- Teachers and staff to find different ways of practising the same skills so there is variety and so motivation is maintained;
- pupils to apply their developing skills across all aspects of the curriculum;
- appropriate time to be given for each pupil to respond;
- staff to ensure that the language used is appropriate to the needs of each pupil;
- promotion of positive interaction;
- pupils to work as a class, small groups, in pairs and individually both independently and with staff support.
- developing pupils confidence in working independently at at their own pace and level;
- reinforcement of 'total communication' approaches;
- staff to be deployed to support individuals and small groups in developing their knowledge and skills as appropriate to pupils' ages, needs and abilities.

Strategies for Learning

These will be dependent upon pupils:

- understanding of the language used;
- being active in their learning;
- pupils making good use of opportunities to repeat, practise, change and consolidate acquired skills;
- making good use of opportunities to work in a range of engaging and meaningful contexts;
- interacting with resources or/and materials appropriate to their level of development.

Resources:

- Access to the Careers Wales website, with particular emphasis on the 'My Future' section
- Course materials
- Training from Careers Wales
- ASDAN Employability modules

Assessment, Reporting and Recording for Careers:

Continuous teacher assessment will be used, in line with the whole school policy. This information will be used to review and plan future targets for Careers.

Assessment will be both formative and summative. Formative assessment will be used to establish clear, attainable future targets, while summative assessment will provide overall evidence of the achievements of learners. Assessment for (add AoLE title) takes place 3 times a year and is in the form of a learner progression report.

Pupils ALP learning intentions are reviewed as an on-going process and new intentions are based on learners' needs and any identified areas for development.

Annual school reports to parents are written under the headings of the 6 AoLE's as well as including options and ASDAN.

Health and Safety:

The school follows the recommendations within the school's Health and Safety Policy. Staff accept the responsibility to plan safe experiences/activities in Careers and to match the level of adult supervision and support to the degree of risk involved. Any specific issues relating to health and safety that require immediate attention should be brought to the attention of the Headteacher, AoLE lead, Health and Safety Officer. All ICT equipment has an annual safety check.

Equal Opportunities:

Characteristics including age, disability, gender, race, religion and belief and sexual orientation places a duty on schools towards present and prospective pupils to eliminate discrimination and harassment and to promote positive attitudes and equal opportunities.

Penmaes uses approaches that support ethnic and cultural identities of all pupils and reflects a range of perspectives, to engage pupils and to prepare them for life as ethically informed citizens.

Implementing, Monitoring and Evaluating the Policy:

All staff will take responsibility to ensure the policy is implemented within their classrooms and lessons. The effectiveness of this policy will be reviewed by the AoLE lead/s for Careers in collaboration with members of the AoLE team for this area.

Consideration will be given to the following:

- Is current practice still reflected?
- are the aims being achieved?
- Are resources effectively allocated?
- Is there evidence that shows pupil achievement and engagement?
- Is there evidence to show Careers across all areas of the curriculum?
- Is monitoring and planning effective?