



The Lewis School/Yr Ysgol Lewis Careers Education and Information Policy/Polisi Addysg a Gwybodaeth am Yrfaoedd 2026-2027

Signed (Chair of Governors)	
Signed (Headteacher)	
Reviewed (date)	May 2026
Adopted (date)	July 2026

The Lewis School Careers and Work Related Experiences Policy

Policy Context and Vision

The Lewis School, as a unified 11-18 school formed through the amalgamation of two single-sex schools, is committed to delivering an inclusive, equitable and aspirational Careers and Work-Related Experiences (CWRE) provision.

In line with the Curriculum for Wales, CWRE is a mandatory cross-cutting theme embedded across all Areas of Learning and Experience, ensuring all learners develop the knowledge, skills and dispositions to thrive in an evolving world of work. [\[careerswal....gov.wales\]](https://careerswal.gov.wales)

Our approach to CWRE reflects our commitment to:

- **Relational leadership**, placing learner voice and community partnerships at the centre
- **Equity and inclusion**, ensuring all learners benefit from broadened opportunities following amalgamation
- **High aspirations**, supporting every learner to realise their potential regardless of background

Aims

At The Lewis School, CWRE aims to:

- Develop learners' understanding of the purpose and value of work in society and their own lives
- Broaden horizons and challenge stereotyping arising from previous single-sex contexts
- Provide equitable access to diverse career pathways and experiences
- Build career management skills, including decision-making, self-reflection, and adaptability
- Develop resilience, ambition, and lifelong learning habits
- Prepare learners effectively for post-16 transitions, further education, training and employment

These aims align with national expectations that CWRE prepares learners for lifelong learning and the dynamic world of work.

Key Principles at The Lewis School

1. Equity Through Amalgamation

The Lewis School ensures that the legacy of single-sex provision does not limit opportunity. All learners will:

- Experience non-stereotypical career pathways
- Access equal opportunities across all sectors, including STEM, care, creative, and technical routes

2.Embedded and Authentic Learning

CWRE is fully integrated across the curriculum through:

- Real-world applications within subject teaching
- Projects linking to industry and local context in Year 10
- KS4 WBQ
- Interviews with industry-Year 10
- Career MarketPlace days

3. Relational and Community-Focused Approach

CWRE is built through strong partnerships with:

- Careers Wales
- Alumni networks and role models reflective of the school's diverse community

4. Empowerment and Learner Voice

Learners are active participants, shaping their own career journeys through reflection, dialogue, and meaningful experiences.

Curriculum Implementation

1.Whole-School Curriculum Design

CWRE is mapped across all AoLEs to ensure:

- Clear progression in knowledge, skills and experiences
- Integration of labour market information and Welsh context

2. Work-Related Experiences

The Lewis School provides a progressive entitlement to experiences including:

- Employer engagement (talks, workshops, mentoring)
- Workplace visits and virtual experiences
- Enterprise and entrepreneurship projects in Welsh Baccalaureate lessons

- Skills development activities (CV writing, interviews, digital profiles) in PSE lessons.

3. Addressing Local and National Context

The school reflects local labour market needs by:

- Incorporating Welsh Government priorities into curriculum planning
- Ensuring learners understand opportunities within Wales and beyond

4. Targeted Support and Inclusion

In line with the school's inclusive ethos:

- Learners with Additional Learning Needs (ALN) receive personalised CWRE pathways
- Disadvantaged learners are prioritised for enrichment opportunities and employer engagement
- Gender stereotypes and barriers are actively challenged through curriculum design and experiences
- All learners are supported to develop confidence, resilience and aspiration

5. Roles and Responsibilities

Governing Body

- Provide strategic oversight and ensure statutory compliance
- Monitor equity of access and impact post-amalgamation

Headteacher and Senior Leadership Team

- Embed CWRE within school improvement priorities, particularly in relation to inclusion and transition

CWRE Leader

- Coordinate whole-school provision across the school curriculum
- Lead partnerships with Careers Wales and employers
- Monitor impact, particularly regarding equity and learner outcomes

Teaching Staff

- Embed CWRE within teaching, making explicit links between learning and future pathways
- Challenge stereotypes and promote aspiration

Learners

- Actively engage in CWRE opportunities
- Reflect on their developing skills, interests, and future goals

6. Partnerships

The Lewis School will work collaboratively with:

- Careers Wales to provide impartial careers information, advice and guidance
- Local employers and industries to reflect regional opportunities
- Further education, higher education and training providers
- Community organisations to support authentic and meaningful experiences

These partnerships ensure CWRE includes a range of meaningful experiences in learning, work and entrepreneurship.

7. Monitoring, Evaluation and Impact

The effectiveness of CWRE will be evaluated through:

- Learner voice and progression data
- Destination data (post-16 pathways)
- Analysis of participation across groups (e.g. gender, ALN, FSM)
- Feedback from employers and partners
- Self-evaluation aligned to Estyn expectations

Particular focus will be placed on:

- Equity of opportunity following amalgamation
- Closing gaps in aspiration and access

8. Review Cycle

This policy will be reviewed every three years, or sooner if required, particularly in relation to:

- Curriculum reform developments
- Post-amalgamation evaluation findings
- National CWRE guidance updates

Conclusion

Through this policy, The Lewis School commits to delivering a coherent, inclusive and aspirational CWRE programme that reflects the values of the Curriculum for Wales and

supports all learners to become ambitious, capable and ethically informed citizens ready for the world of work.