



Williamwood  
High School

Mighty oaks from little acorns grow

# Positive Destinations Policy

An Ongoing Story of Increasing Creativity and  
Employability

Respect \* Ambition \* Kindness



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## **Williamwood High School's Aims**

The school promotes high expectations and standards which create an inclusive environment, where all are encouraged to strive to achieve their full potential. The positive ethos across the school and a high degree of commitment shown by our staff, our young people and our parents, as well as the wider community, allow the young people of Williamwood to achieve their full potential, both academically and socially.

Our school values of Respect, Ambition and Kindness underpin the life and work of the school. We recognise learners' successes in living the school values through their actions and choices. Our school vision of 'Mighty Oaks from Little Acorns Grow' aims to develop the skills which will enable our young people to become:

- Successful Learners
- Confident Individuals
- Responsible Citizens
- Effective Contributors

## **Rationale**

At Williamwood High School we believe in getting it right for every child. By working in this way, account is taken of the whole child and their wellbeing, with the aim of achieving positive and sustained destinations for all our young people.

We ensure we have different pathways through the curriculum, in a journey that is ambitious and aspirational. This supports our young people to transition to post school at the right time for them and to a destination that is right for them.

Our well-developed partnerships with further and higher education establishments as well as with employers provide our young people with a varied and engaging experience of their post-school plans before they embark on their transition.

We introduce our young people to the language of meta-skills at an early stage to help them better recognise and articulate their skills development. This allows them to express their strengths.

As a team we look at the labour market information to help inform the lessons and wider employer activities we engage in as a school, to ensure sustainable roles and training are highlighted to our young people.



## Background and Legislation

This policy makes use of current documentation that has supported our strategic planning. In particular, we have utilised the following documents:

- Education Scotland. (2023). *Curriculum Design Toolkit*  
<https://education.gov.scot/resources/curriculum-design-toolkit/>
- Scottish Credit and Qualifications Framework <https://scqf.org.uk/>
- Education Scotland. (2015). *Career Education Standard (3-18)*  
<https://education.gov.scot/media/1okhy35c/dyw2-career-education-standard-0915.pdf>
- Education Scotland. (2015). *How Good Is Our School 4th Edition*  
[https://education.gov.scot/media/2swjmnbs/frwk2\\_hgios4.pdf](https://education.gov.scot/media/2swjmnbs/frwk2_hgios4.pdf)
- Education Scotland. (2015). *Developing the Young Workforce: Work Placements Standard*  
[https://education.gov.scot/media/zkklqepi/dyw\\_workplacementstandard0915.pdf](https://education.gov.scot/media/zkklqepi/dyw_workplacementstandard0915.pdf)
- Education Scotland. (2015). *Developing the Young Workforce : School/Employer Partnerships*  
<https://education.gov.scot/media/i0ajitgd/schoolemployerpartnershipguidance2015.pdf>
- Scottish Government. (2023). *National Improvement Framework*  
<https://www.gov.scot/publications/2023-national-improvement-framework-nif-improvement-plan-summary-document/>
- Skills Development Scotland. (2021). *Meta-Skills Across the Curriculum: Guide to Meta-Skills Across the Curriculum*  
<https://www.skillsdevelopmentscotland.co.uk/media/wdbnxvwt/guide-to-meta-skills-across-the-curriculum.pdf>
- Skills Development Scotland. (2018). *Skills 4.0: A Skills Model to Drive Scotland's Future*  
[https://www.skillsdevelopmentscotland.co.uk/media/pgkgrzlf/skills-4-0\\_a-model-to-drive-scotlands-future.pdf](https://www.skillsdevelopmentscotland.co.uk/media/pgkgrzlf/skills-4-0_a-model-to-drive-scotlands-future.pdf)



## **Aims of Policy**

The aim of this policy is to support all our young people at Williamwood High School to gain a fulfilling and positive destination when they transition to post-school life.

This policy outlines the key components of the Williamwood employability and skills offer, broken into 4 strategic areas:

- Rationale and design
- Pathways engagement
- Positive destinations
- Post-school support

## **Curriculum Design**

Our creativity and employability focus comes through our curriculum. We have a wide selection of courses available for our young people. In our PSHE programme we have year group specific DYW/Careers lessons which are engaging and link to their priorities.

Our Skills Development Scotland (SDS) partners run group work sessions as part of our School Partnership Agreement (SPA). They also work closely with our young people identified through the Risk Matrix. To ensure that our SPA is suitable for our school and our young people, our PT DYW meets with the SDS team and we review this twice a year.

As part of our PSHE programme we also have links to employers and partners to share more specialist information with our young people such as our financial education inputs in S6.

We track all of our DYW work with the Scottish Government RUBI system and this is inputted monthly to ensure we capture all the work being done by our staff across the school.

## **Pathways Engagement**

To ensure our young people have a clear plan and are supported in their pathway we have a number of programmes to support young people. This is in addition to the options support process and our varied curriculum.

Our PT DYW attends the East Renfrewshire DYW school coordinator meetings to ensure we are sharing good practice across the authority and are aware of all new opportunities to enhance the experiences available to our young people.

As a school we track aspirational pathways for young people from S1 and this is reviewed annually with Pupil Support teachers at their year-group catch-up meetings.

There are a number of partners, initiatives and events organised throughout a young person's journey from S1-S6 that supports their own individual school pathway, including:

- Work Experience
- S3 Skills day
- Careers fair
- SCQF ambassador programme
- College-School partnership
- Vocational programme ERC
- Bespoke PSHE programme S2 & S3
- Partnerships
  - Rangers Football Club
  - TIGERS



## **Support for Young People Leaving School**

All of our young people are supported through the pathways programme detailed above and then we ensure they have reached a positive destination through our leaver's forms and from our discussion with our pupils through SDS interviews and the following programmes.

Destinations are also discussed with our wider pupil support team through our monthly pathways meetings as a team where we look at priorities and opportunities for our young people. We also discuss any young person we have concern about and seek support from our whole team. Our PT DYW also participates in our Joint support team (JST) meetings again to ensure all avenues of support are explored for young people and to facilitate the right young people being referred and supported by our partner.

The specific programmes we offer to support young people leaving school are:

- UCAS
- Fast-track UCAS Applicants Interview Support
- College Application Day
- SAPHIR Programme
- Bespoke PSHE programme S4-S6
- Widening Participation
  - REACH
  - ACCESS
  - Top-Up
- Sutton Trust

## **Post-School Support**

To ensure sustained positive destinations for all of our leavers the data hub is routinely checked. This allows our PT DYW and SDS partners the opportunity to speak to the young people in a negative destination and support them into work, education or volunteering.

Our PT DYW attends a monthly Opportunities for All (OFA) meeting with East Renfrewshire's post-school team and SDS to discuss the young people in a negative destination and any young people still at school who we feel may need additional support and input before they leave. While this meeting has a focus on leavers, winter leavers, college applications etc. depending on month, it is flexible to meet the needs of our team and our young people.

The pupil support team and PT DYW work closely to ensure young people are referred to supports in the authority when necessary such as the wide range of Employability programmes, Positive Pathways, ENABLE and CLD.

These measures have ensured that we currently have 98% of our young people within a positive destination, which clearly highlights the strengths of our initiatives, partners and support team.