

**How Riverside Bridge School Pathway to Employment Careers Education/ Employability Programme meets the Gatsby Bench Marks**

Benchmark	Gatsby Bench Mark Description	How we currently meet this Benchmark	RAG
<p><b>A stable Careers Programme</b></p>	<p>Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.</p>	<p>This is in its infancy but every pathway has a Long term plan and Medium term plan that we have been working through since September. We are beginning to establish partnerships with local businesses including work experience placements and hope this will lead to positive outcomes for our young people. Pupils and teachers have an understanding of what the Work Related Learning curriculum involves and parents can access information through our website as well as parent’s evenings, coffee mornings and the parent’s forum.</p> <p>Riverside currently has an external careers advisor from Children’s Care and Support, Service Development and Integration specialising in SEND who visits our students twice. There is also contact with various careers development organisations pending a decision on which one is best for our students.</p> <p>We are in the process of designing a pathway to employment with the following principals at its heart:</p> <ul style="list-style-type: none"> <li>• Work related learning curriculum at every level/curriculum pathway</li> <li>• Work based experience</li> <li>• Expert advice given to parents and our young people through careers advice</li> </ul> <p>And in the future are hoping to expand in to:</p> <ul style="list-style-type: none"> <li>• Supported apprenticeships</li> <li>• Business enterprise programmes</li> </ul> <p>Parents are informed and involved with preparing their young person into work based placements. This then leads on to parents and young people contributing to their work based placement’s reports and evaluations.</p> <p>The current careers advisor is a member of the local EHC team therefore the goal is for our young people’s aspirational careers, in partnership with parents and teachers, to be included as part of their EHCP.</p> <p>The work based placement is bespoke to our young people and allows them to have first-hand and authentic as possible experience in the real world of work.</p>	<p></p>

<p><b>Learning From Career &amp; Labour Market Information</b></p>	<p>Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<p>We are currently in the process of training a careers lead and creating partnerships with local businesses, and building up a pool of businesses we can access for future work experience placements.</p> <p>Our vision is that with the support of the local careers advisor and in the future the job centre and potential careers development organisations we will improve our links to so every young person has a bespoke transition to their post 16 placement and future employment.</p>	
<p><b>Addressing The Needs Of Each Pupil</b></p>	<p>Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>At Riverside Bridge we cater for our young people with a range of learning difficulties and additional needs by tailoring our careers advice for both young people and their parents that best suit each individual and their needs and interests.</p> <p>Their EHCP has transition information, student voice, parental voice, plus teacher's voice giving a triangulation of expertise therefore a bespoke and smooth transition into post 16 placement and on to further education or future employment.</p> <p>The current year 11 are about to embark on work experience carefully considered for their individual interests and needs.</p> <p>The year 10 will follow in equally individualised placements. By the end of the year and again in year 11 giving them two opportunities to experience real world work environment.</p>	
<p><b>Linking Curriculum</b></p>	<p>All teachers should link curriculum learning with careers.</p>	<p>As a school we loosely follow STEM curriculums and the current curriculum is changing into a more practical and real world experiences that embed scientific, technological, engineering and mathematical thinking.</p>	

<p><b>Learning to Careers</b></p>	<p>For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<p>The new curriculum will highlight the importance of the STEM areas of teaching in a practical way. Our pathways range from EYFS to KS4 / 4-16. Mostly in chronological age but more in line with student's individual needs for example a year 6 student may be in a class with year 9 depending on their ability.</p> <p>We follow a pre-formal, semi-formal and formal careers pathway. These equip students with understanding, knowledge and skills to eventually access the vocational curriculum in the accreditation phase and work experience in conjunction with life skills curriculum preparing our young people for a more independent adulthood.</p>
<p><b>Encounters With employers and employees</b></p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<p>At Riverside we have begun to engage with local businesses big and small that have offered bespoke Work Based Placements for the Spring and Summer term in 2020 but will be rolled out across the whole academic year in 2020/2021.</p> <p>Our Work Related Learning curriculum offers a range and bespoke work based opportunities. Our young people are fully supported throughout their work experience so they can engage with employers in a variety of suitable activities. Also engage with colleagues and where appropriate members of the public.</p> <p>We are initially offering Work Based Placements to year 11 then to year 10. These placements are to be built upon.</p> <p>Year 10 will be offered a generic placement for example retail or hospitality. Then by year 11 it will be more tailored so the young people get a range of real world experiences of work, including travelling to and from by public transport and budgeting for their expenses.</p>
<p><b>Experiences Of Workplaces</b></p>	<p>Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and</p>	<p>As the scheme is in its infancy we are gradually gaining the interest of local businesses to give our young people first hand, real life work experience. Students have been looking at different jobs/college courses that they want to do. The Young people are always at the heart of our decision to send them to specific placements and always with them and their parent's agreement.</p> <p>One of our confirmed placements is with Morrisons the super market chain, who have offered four placements in the spring term with a view to accepting four more (for year 10) in the summer term. Placements will include jobs such as: Shelf stocking, Checking prices, Interacting with customers and Ware housing and stock control etc. These types of jobs in retail are vital and our young people have chosen retail (working with people) for themselves from a few choices given to them.</p>

	<p>expand their networks.</p>	<p>Another confirmed placement is Wellgate City Farm. They are willing to take as many young people as we have that are interested in animal care.          [I am currently looking into making a future connection to Capel Manor College which has an excellent Animal care and Horticultural college campuses. And other similar placements and colleges.]          Other potential, external placements are: YouthZone but have only offered Saturdays so far as they are a new concern and want to establish their routine first. And Trust ford a local car forecourt that are very enthusiastic to take one of our young people – who is himself enthusiastic about cars- but are awaiting insurance and permission to be confirmed.</p> <p>Internal work experience for some of our less outgoing students is being a Co-Educator/Food technician with the support of our Food Technology teacher and an administrator working with our IT and admin team in the main office. Guided by Mrs Cerri.</p> <p>This is an area I am very passionate about and am going to grow over the coming terms.</p>	
<p><b>Encounters with Further and Higher Education</b></p>	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<p>Our parents at Riverside Bridge are informed of their post 16 options through coffee mornings, during transition EHCP meeting with different professionals including the Accreditation phase leader Mr Malley and class teachers. And Riverside Bridge has a comprehensive information booklet given too parent in year 11 and soon year 10 so that they are equipped with information about colleges and day care centres suitable for their child.          We encourage every parent to look at as many post 16 placements as they can so that they are fully aware of which one is best for their child and themselves.          All of our current year 11s have been placed pending final interviews or visits.</p>	
<p><b>Personal Guidance</b></p>	<p>Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external,</p>	<p>Riverside Bridge currently has two visits from the careers officer from the borough of Barking and Dagenham. Career advice is given to families during EHCP annual review meetings from Key Stage 3 to 4 and again from Key Stage 4 on to Key Stage 5 and college. And we are available at any other time we may be needed.          The lead for careers is currently undertaking a qualification in Careers Development and will in turn disseminate that information to the Accreditation Phase team to create Careers coaches.</p>	

	<p>provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>We are in the process of developing Vocational Profiles, which will be in partnership with parents, students, the Accreditation team and employer where work placements have taken place. Many of the vocational and life skills centred education is accredited by the examination board AQA for which our students receive certificates of recognition.</p> <p>We are currently awaiting a reply from Talentsimo an external careers provider to decide if our young people would benefit from their input.</p>	
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For more information, please contact the schools Careers Education Lead, Ms A. Waller.