

How Riverside Bridge School Pathway to Employment Careers Education/ Employability Programme meets the Gatsby Benchmarks

Benchmark	Gatsby Bench Mark Description/what it says we should be doing	How we currently meet this Benchmark/What we are doing or planning to do in the future to ensure we meet the benchmarks.	RAG
<p>A stable Careers Programme</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>The already comprehensive careers curriculum has been updated this year. It now has a more holistic approach and is fully cross curricula with the schools new tailored curriculum which is a combination of informal, semi-formal and formal teaching to four main areas of learning including Personal Development and Enabling Environments which fits perfectly with a Careers programme geared for SEND students. We are beginning to establish partnerships with local businesses including work experience placements and expect 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 parents' forum.</p> <p>Riverside Bridge School currently has an external careers advisor from Children's Care and Support, Service Development and Integration specialising in SEND who visits our students twice.</p> <p>We have designed a pathway to employment with the following principals at its heart:</p> <ul style="list-style-type: none"> • Work related learning curriculum at every level/curriculum pathway • Work based experience • Expert advice given to parents and our young people through careers advice <p>And in the future are hoping to expand in to:</p> <ul style="list-style-type: none"> • Supported apprenticeships • Business enterprise programmes <p>Parents/Carers are encouraged to be involved with preparing their young person into work based placements. This then leads on to parents/carers and young people contributing to their work-based placement reports and evaluations.</p> <p>The current external 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>	

Learning From Career & Labour Market Information	<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 have a trained Careers Lead who has created partnerships with local businesses, thus 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 so every young person has a bespoke transition to their post-16 placement and future employment.</p>	
Addressing The Needs Of Each Pupil	<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 School, 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/carers 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>Last year, Year 11 embarked on work experience that was carefully considered for their individual interests and needs. This was very successful and we received very positive feedback from our work experience partners.</p> <p>This 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. <i>(current climate allowing)</i></p>	
Linking Curriculum Learning to Careers	<p>All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM</p>	<p>Riverside Bridge School's new curriculum highlights the importance of the STEM areas being taught in a practical way.</p> <p>Our pathways range from EYFS to KS4 / 4-16. Mostly in chronological age but more in line with student's individual needs.</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</p>	

	subjects for a wide range of future career paths.	phase and work experience in conjunction with life skills curriculum preparing our young people for a more independent adulthood.	
Encounters With employers and employees	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>At Riverside Bridge School, 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 and this will be rolled out across the whole academic year in 2020/2021. <i>(current climate allowing)</i></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 as well as 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>	
Experiences Of Workplaces	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 expand their networks.	<p>We have gradually gained the interest of local businesses to give our young people first hand, real life work experience.</p> <p>Students look 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 parents/carers' agreement.</p> <p>Some of our confirmed placements is with Morrisons, Well Gate City Farm and Jill's hairdressers. These types of jobs in retail, animal care and beauty are vital as they enable our young people to gain the experience and confidence to work with different people and members of the public.</p> <p>Internal work experience for some of our less outgoing students is being a co-educator/teaching assistant with younger students, a food technician with the support of our Food Technology teacher, an administrator working with our IT and administration team in the main office or helping in a practical way with the on-site managers (caretakers).</p>	

<p>Encounters with Further and Higher Education</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/carers at Riverside Bridge School are informed of their post-16 options through coffee mornings, during transition EHCP meetings with different professionals including the Accreditation pathway lead and class teachers. Riverside Bridge School 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.</p> <p>We encourage every parent/carer 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.</p> <p>All previous Year 11s have been placed in a post-16 placements.</p>	
<p>Personal Guidance</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, 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>Riverside Bridge School 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.</p> <p>The lead for careers Ms Waller has undertaken a level 1 qualification in Careers Development and disseminates that information to the Accreditation Phase team to create Careers coaches.</p> <p>We are in the process of developing Vocational Profiles, which will be done in partnership with parents/carers, students, the Accreditation team and employers where work placements have taken place.</p> <p>All of our vocational and life skills centred education is accredited by an examination board AQA or ASDAN, for which our students receive certificates of recognition.</p>	

For more information, please contact the schools Careers Education Lead, Ms A. Waller.