

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 is updated early to be in line with the new curriculum themes. It continues to have a holistic approach and is fully cross curricula with the school's 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 pupils.</p> <p>We continue to establish partnerships with local businesses including work experience placements, which leads to positive outcomes for our young people.</p> <p>Pupils and teachers have an understanding of what the Work-Related Learning curriculum involves and parents/carers can access information through our website as well as parents' evenings.</p> <p>Riverside Bridge School currently has an external careers advisor, Mr D Heald, from Children's Care and Support, Service Development and Integration specialising in SEND who visits our pupils every year.</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/carers and our young people through careers advice. <p>And in the future, we 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 to take part 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>RAG</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 relentlessly tries to create 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 voice giving a triangulation of expertise therefore a bespoke and smooth transition into post-16 placement and onto further education or future employment.</p> <p>Every year, Year 11 embark on work experience that is carefully considered for their individual interests and needs. This has so far been very successful and we continue to receive very positive feedback from our work experience partners.</p> <p>Every year, we also strive to ensure our Year 10 pupils are offered individualised placements. The aim being that by the end of Key Stage 4, all our pupils are giving two opportunities to experience real world work environment.</p>	
Linking Curriculum	<p>All teachers should link curriculum learning with careers. For example, STEM subject</p>	<p>Riverside Bridge School's Growth curriculum highlights the importance of the STEM areas being taught in a practical way.</p>	

<p>Learning to Careers</p>	<p>teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<p>Our pathways range from EYFS to KS4 / 4-16 and class placements are more in line with pupils' individual needs rather than their age as pupils' attainment on entry is well below those expected of pupils of a similar age nationally.</p> <p>We follow a pre-formal, semi-formal and formal careers pathway. These equip pupils 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>Encounters With employers and employees</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 Bridge School, we continue to engage with local businesses big and small that may offer bespoke Work-Based Placements for Key Stage 4 pupils.</p> <p>Our Work-Related Learning curriculum offers a range and bespoke work-based opportunities.</p> <p>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 pupils then to Year 10 pupils. These placements are to be built upon.</p> <p>Year 10 pupils will be offered a generic placement for example retail or hospitality. Then by Year 11 pupils 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>Experiences Of Workplaces</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 expand their networks.</p>	<p>We have gradually gained the interest of local businesses to give our young people first hand, real life work experience.</p> <p>Pupils 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 Morrison's, 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 pupils is being a co-educator/teaching assistant with younger pupils, a food technician with the support of our Cooking & Nutrition Technology teacher, or an administrator working with our IT and administration team in the main office or helping in a practical way the on-site managers (caretakers).</p>	
Encounters with Further and Higher Education	<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 during transition EHCP meetings with different professionals including the Accreditation Pathway Lead and class teachers.</p> <p>Riverside Bridge School has a comprehensive information booklet given too parent in Year 11 and 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 11 pupils have been placed in a post-16 placements.</p>	
Personal Guidance	<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 yearly 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>Our experienced lead for Careers, Ms Waller has a level 1 qualification in Careers Development and disseminates any information and updates 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, pupils, 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 pupils receive certificates of recognition.</p>	

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