

## How Crosshill meets the Gatsby Bench Mark

Benchmark	Gatsby Bench Mark Description	How we currently meet this:
<p>1. A stable career 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, governors and employers.</p> <ul style="list-style-type: none"> <li>- Policies</li> <li>- PSHE MTP</li> <li>- Website</li> </ul>	<p>We have been working closely with Inspira to support us with ensuring we are creating a bespoke Careers Education programme for young people with learning difficulties and additional needs.</p> <p>There will be a half termly focus on Careers each year in the PSHE lessons to focus on areas such as;</p> <ul style="list-style-type: none"> <li>- Self-Discovery</li> <li>- Planning for the future</li> <li>- Enterprise and Managing Money</li> <li>- Working life and labour Market</li> <li>- Health &amp; Safety</li> <li>- Equal Opportunities</li> <li>- Met employers and employees</li> </ul> <p>All years to have:</p> <ul style="list-style-type: none"> <li>- A high quality programme of careers education lessons within PSHE.</li> <li>- Opportunities to meet employers and employees</li> <li>- Regular review of the EHCP targets.</li> </ul> <p>By Year 11, every pupils should have had at least one experience of a workplace.</p> <p>Formal Learners to complete</p> <ul style="list-style-type: none"> <li>- Work placement</li> <li>- Digital Employment qualification</li> <li>- Duke of York – Inspiring Digital Enterprise Award (iDEA)</li> <li>- Functional Skills Qualification in English, Maths and ICT.</li> </ul> <p>By Year 13, every pupils should have at least two further such experience. They will gain qualification in:</p> <ul style="list-style-type: none"> <li>- Preparation of Life and Work</li> <li>- Skills in Further Learning &amp; Employment</li> </ul>

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<p>2. Learning from career and labour market information</p>	<p>Every pupil and their parents should have access to good quality information about future study options and labour market opportunities. They need will need support of an informed adviser to make best use of available information.</p> <ul style="list-style-type: none"> <li>- Annual EHCP reviews</li> <li>- Parent Evening</li> <li>- New Direction Interviews</li> <li>- Careers Conference</li> <li>- Websites</li> </ul>	<p>During transition phases in Year 9, 11 and 13, New Direction will have met all pupils and have access and used information about careers paths and the labour market to inform their own decision on study options.</p> <p>Parents will be invited to meetings with the Independent Careers Advisor, New Directions to support with accessing information on labour markets and future study options.</p>
<p>3. Addressing the needs of each student.</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> <ul style="list-style-type: none"> <li>- Careers Education &amp; Guidance Policy</li> <li>- Access to Careers through PSHE</li> <li>- Learning Outside the Classroom</li> <li>- Careers Week</li> </ul>	<p>Our curriculum pathways is tailored to meet the needs of young people with learning difficulties and additional needs. Pupils' desired employment goals are articulated in their EHCP and outcomes identifies to support their aspiration. All pupils will have access to career education through learning pathways suited to the needs of each individual pupil.</p> <p>Informal Learners</p> <ul style="list-style-type: none"> <li>- To visit different places of employment in the community</li> <li>- To meet employer and employees</li> </ul> <p>Semi-Formal Learners</p> <ul style="list-style-type: none"> <li>- To carry out supported work placement, experiences or shadowing in areas of Horticulture Animal Care Child Care Food &amp; Hospitality</li> </ul> <p>Formal Learners</p> <ul style="list-style-type: none"> <li>- Taster week for KS4 options</li> <li>- 1 week work placement</li> <li>- Digital Employability Qualification</li> <li>- The Duke of York - Inspiring Digital Enterprise Award (iDEA)</li> <li>- Duke of Edinburgh Award</li> <li>- STEM workshops</li> <li>- Independent travelling</li> </ul>

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<p>4. Linking curriculum learning to careers.</p>	<p>All teachers should link curriculum learning with careers. STEM should be highlight the relevance of STEM subjects for a wide range of future career paths.</p> <ul style="list-style-type: none"> <li>- MTP planning</li> <li>- Careers Week</li> <li>- Enterprise Week</li> <li>- STEM workshops/lessons</li> </ul>	<p>All teachers are expected to plan careers and employment opportunities into their MTPs for every subject. This will ensure all pupils are given a variety of opportunities and experiences from different subject areas to build their knowledge and skills of a variety of employment opportunities.</p> <p><i>An extract from our MTPs that is completed on a termly basis for each curriculum area.</i></p> <table border="1" data-bbox="954 427 2085 751"> <tr> <td data-bbox="954 427 1240 751"> <p><b>Linking Curriculum Learning to Careers &amp; Enterprise: Benchmark 4 &amp; 5</b></p> </td> <td data-bbox="1240 427 2085 751"> <p><b>Here you will highlight and describe the opportunities for:</b></p> <ul style="list-style-type: none"> <li>• Link to real-world careers – cashier, baker, butcher etc or arachnologist (pyramids)</li> <li>• Learning outside the classroom/visits – Pets At Home</li> <li>• Enterprise – making soup for teachers</li> <li>• STEM – marble run</li> <li>• Encounter with an employer/employee – Vet at Pets at home</li> </ul> </td> </tr> </table>	<p><b>Linking Curriculum Learning to Careers &amp; Enterprise: Benchmark 4 &amp; 5</b></p>	<p><b>Here you will highlight and describe the opportunities for:</b></p> <ul style="list-style-type: none"> <li>• Link to real-world careers – cashier, baker, butcher etc or arachnologist (pyramids)</li> <li>• Learning outside the classroom/visits – Pets At Home</li> <li>• Enterprise – making soup for teachers</li> <li>• STEM – marble run</li> <li>• Encounter with an employer/employee – Vet at Pets at home</li> </ul>
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<p>5. 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, monitoring and enterprise schemes.</p> <ul style="list-style-type: none"> <li>- Visits</li> <li>- Guest Speakers</li> <li>- KS4 Taster Days at College</li> <li>- On-site employers</li> <li>- Careers fair</li> <li>- 1 week work placement</li> <li>- Post-16 block placements</li> <li>- Volunteering Work</li> <li>- Duke of Edinburgh</li> <li>- Careers Week</li> </ul>	<p>Crosshill works alongside many partners to support the opportunities for our pupils at any level to have meaningful encounters with employers.</p> <p>Currently our partners are:</p> <ul style="list-style-type: none"> <li>• Education Business Partners North West</li> <li>• Inspira</li> <li>• Lancashire Volunteer partnership</li> <li>• Blackburn Scouts</li> <li>• East Lancashire Inclusion Partnerships</li> <li>• New Directions</li> <li>• Community Rail Lancashire (CRL)</li> </ul>		

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<p>6. Experiences of workplaces</p>	<p>Every pupil should have first-hand experiences of workplaces through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.</p> <ul style="list-style-type: none"> <li>- Mapped into MTPs</li> <li>- Learning Outside the Classroom</li> </ul>	<p>At Crosshill we are building a network of engaged employers. We work in partnership with Education Business Partners North West to access a diverse range of workplace experiences for KS4 pupils. Inspira actively supports our school to link employers and local businesses to support curriculum areas.</p> <p>All pupils are presented with a variety of experiences, options and support to meet their aspiration as identified through their EHCP.</p> <p>Ks4 Formal</p> <ul style="list-style-type: none"> <li>- 1 week work placements</li> <li>- 1 day shadowing Community Lancashire Rail</li> <li>- Careers Week</li> </ul> <p>KS4 Semi-Formal/informal</p> <ul style="list-style-type: none"> <li>- Working farm</li> <li>- Community allotment</li> <li>- Careers Week</li> </ul> <p>Ks5 – Post 16</p> <ul style="list-style-type: none"> <li>- Block placement 1 day a week</li> <li>- Volunteering with Lancashire Volunteer Partnership</li> <li>- Breakfast Service</li> <li>- Wednesday Staff lunch</li> <li>- Gardening service for Blackburn Station</li> <li>- Managing allotments</li> <li>- Careers Week</li> </ul>
<p>7. 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, universities and in workplace.</p>	<p>All pupils are supported to enhance their skills, providing opportunities for greater responsibility, and challenge as part of ongoing career progression and development. Pupils and parents are made aware of the opportunities available to them in the local area through:</p> <ul style="list-style-type: none"> <li>- Careers lessons in PSHE</li> <li>- Parents and Information Evenings</li> <li>- Annual Review Meetings</li> </ul>

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	<ul style="list-style-type: none"> <li>- Visits to Post-16 Provision</li> <li>- Interview with New Direction</li> <li>- Careers Convention</li> <li>- PSHE – Careers lessons</li> <li>- Open days at local colleges</li> </ul>	<ul style="list-style-type: none"> <li>- New Direction Interviews</li> <li>- Open days at Post-16 Provisions</li> </ul>
8. Personal Guidance	<p>Every pupil should have opportunities for guidance interviews with career advisors. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but timed to meet their needs.</p> <ul style="list-style-type: none"> <li>- New Direction Interviews in transition years.</li> <li>- Annual Reviews</li> </ul>	<p>At Crosshill, each pupils and their parents/carers will meet an advisor from New Directions which provides independent and impartial careers information, advice and guidance to young people in Blackburn and Darwen. They help young people by:</p> <ul style="list-style-type: none"> <li>- Providing information, advice &amp; guidance on courses, qualifications &amp; careers</li> <li>- Help young people find and apply for jobs and training</li> <li>- Signpost to other partners/agencies for support around personal issues</li> </ul> <p>Career advice is available to students and their families at EHCP Annual Reviews to support transition in Year 9, 11 and 13.</p>