



Prepare and flourish

How Crosshill meets the Gatsby Bench Marks

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"> - Policies - PSHE MTP - Website - Link Governor - CEIAG Networks in BwD 	<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"> - Self-Discovery - Planning for the future - Enterprise and Managing Money - Working life and labour Market - Health & Safety - Equal Opportunities - Meet employers and employees <p>All years to have:</p> <ul style="list-style-type: none"> - A high-quality programme of careers education lessons within PSHE. - Opportunities to meet employers and employees - Regular review of the EHCP targets. <p>By Year 11, every pupil should have had multiple experiences of the workplace.</p> <p>Learners will also have/taken part in:</p> <ul style="list-style-type: none"> - Work placement or work shadowing opportunities - Developed Employment skills, such as teamwork and speaking and listening - Functional Skills qualification in English and Maths (where appropriate) - Vocational Qualifications (where appropriate) - Have a clear understanding of the options available to them when they leave school (where appropriate) <p>By Year 13, every pupil should have at least two further such experience.</p> <p>They will gain qualifications in:</p> <ul style="list-style-type: none"> - Preparation of Life and Work - Skills in Further Learning & Employment

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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"> - Annual EHCP reviews - Transition Programme - Parent Evening with CA - New Direction Interviews - Careers Conference - Websites 	<p>During transition phases in Year 9, 11 and 13, New Direction will have met all pupils. Pupils will 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>Parents are invited to New Direction Interviews to discuss options and support is available at all times.</p> <p>Post 16 providers will attend parent’s evening and hold assemblies with students in yr8 onwards, to discuss their provisions.</p> <p>Students in yr8 and 9 will attend Post 16 providers for a tour.</p> <p>At Key Stage 4 identified students will attend Blackburn’s Inspiring event, where local employers and P16 providers showcase what they can offer.</p>
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<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"> - Careers Education & Guidance Policy - Access to Careers through PSHE - Learning Outside the Classroom - Careers fortnight 	<p>Our curriculum pathways are 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 identify ways to support their aspirations. All pupils will have access to career education through learning pathways suited to the needs of each individual pupil.</p> <p>Discover pathway</p> <ul style="list-style-type: none"> - Preparation for adulthood skills threaded throughout the curriculum - To visit different places of employment in the community - To meet employers and employees - Work shadowing opportunities - Teaching activities that specifically explore industries such as catering, retail and construction <p>Explore and Inspire</p> <ul style="list-style-type: none"> - Workplace skills threaded throughout the curriculum - Visiting different local workplaces - Taster week for KS4 options that include Duke of Edinburgh, food technology - Personal and Social Development qualification that includes travel training - Work placements - Digital Employability/iCT Qualification - Teaching activity that specifically explore industries such as retail, catering and hospitality and construction
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<p>4. Linking curriculum learning to careers.</p>	<p>All teachers should link curriculum learning with careers. STEM should highlight the relevance of STEM subjects for a wide range of future career paths.</p> <ul style="list-style-type: none"> - Schemes of learning planning - Careers fortnight - Christmas Fair - STEM workshops/lessons - Vocational Studies 	<p>All teachers are expected to plan careers and employment encounters into their schemes of learning 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>Below is an example of how we document careers information in our schemes of learning:</p> <div data-bbox="1003 416 1816 890" style="border: 1px solid black; padding: 10px;"> <p><u>CEIAG</u></p> <p>Workplace encounters:</p> <p>Learning about careers:</p> <p>Workplace skills:</p>  </div>
<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"> - Visits - Guest Speakers - KS4 Taster Days at College - On-site employers - Careers fair - 1 week work placement - Post-16 block placements 	<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"> • Education Business Partners Northwest • Inspira • Promethean • Future U • Lancashire Volunteer partnership • East Lancashire Inclusion Partnerships • New Directions • Community Rail Lancashire (CRL) • Youth Zone • Blackburn College • Newfield Special School • Princes Trust • DWP

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	<ul style="list-style-type: none"> - Volunteering Work - Duke of Edinburgh - Careers Month 	<ul style="list-style-type: none"> • Duke of Edinburgh • Herbert Parkinson (John Lewis) • Rummage Rescue
6. Experiences of workplaces	<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"> - Mapped into MTPs - Learning Outside the Classroom - Careers Month 	<p>At Crosshill we are building a network of engaged employers. We work in partnership with Education Business Partners Northwest to access a diverse range of meaningful 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> <ul style="list-style-type: none"> - Work placements/ work Shadowing - Workplace encounters linked to a career opportunity - Careers fortnight focusing on specific sectors <ul style="list-style-type: none"> Year 7 – Retail & Services Year 8 – Hospitality and Health Care Year 9 – Manufacturing and Construction Ks4 – Vocational <p>Ks5 – Post 16</p> <ul style="list-style-type: none"> - Block placement 1 day a week - Volunteering with Lancashire Volunteer Partnership - Blackburn Market Pop up shops - Herbert Parkinson
7. 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</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"> - Careers lessons in PSHE

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	<p>learning in schools, universities and in workplace.</p> <ul style="list-style-type: none"> - Visits to Post-16 Provision - Interview with New Direction - Careers Convention - PSHE – Careers lessons - Open days at local colleges 	<ul style="list-style-type: none"> - Parents and Information Evenings - Annual Review Meetings - New Direction Interviews - Open days at Post-16 Provisions - Blackburn’s Inspiring event
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"> - New Direction Interviews in transition years. - Annual Reviews 	<p>At Crosshill, each pupil and their parents/carers will meet an advisor from New Directions who 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"> - Providing information, advice & guidance on courses, qualifications & careers - Help young people find and apply for jobs and training - Signpost to other partners/agencies for support around personal issues <p>Career advice is available to students and their families at EHCP Annual Reviews to support transition in Year 9, 11 and 13.</p>