



## **Riverside School**

### **Community and Careers Education policy**

At Riverside School, our core values guide everything we do.

*Aspiration Resilience Creativity Humility Integrity Trust  
Enthusiasm Courage Teamwork*

An integral part of this is to ensure our pupils leave us at the age of 19 as confident, lifelong learners. Therefore we recognise the importance of supporting our pupils in the next part of their journey into further education, volunteering, and / or employment, by providing them with rich and meaningful experiences.

In order to do this we know the importance of having in place a robust community and career's education programme which centres upon our young people's individual interests and strengths in relation to their future, work and further education in order to gain positive career outcomes. Through our community and careers education programme we aim to improve the possibility and probability of paid work, raise the level of work related skills to improve independence and enrich life experiences and emotional wellbeing.

#### **Aims**

Riverside School Community and Careers Education Policy sets out how our careers programme provides pupils with the skills and knowledge they need to make informed choices about their future. Our curriculum provides young people with opportunities to learn essential skills and enhance personal characteristics such as social skills, communication and independence. Our pupils will achieve personalised positive career outcomes such as identifying specific interests and life choices, choosing appropriate colleges, developing independent living skills and participating in supported work placements, leading to an increase in pupils moving into work.

#### **Access**

All pupils from year 7 – year 14 will participate in a personalised programme which tracks their interests and aspirations and provide them with the resources skills and knowledge they and their families need to make informed choices about their future.

#### **Years 7 – year 9: Interests and Aspirations**

The focus is on identifying specific interests pupils have and providing them with a functional meaningful curriculum. This is heavily centred on personalised learning to support emotional

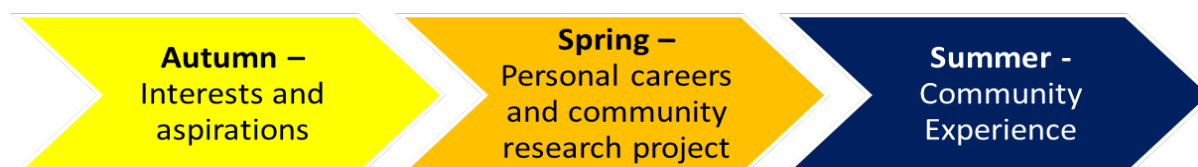
wellbeing and social skills, giving pupils the voice to contribute to their learning and future in a meaningful way. “My Interests and Aspirations” sections of pupils Happiness Passports will be completed and reviewed twice per year to allow pupils and families the opportunity to explore current interests and future wishes, teachers will then use these to support their personalised curriculum. At the end of year 9, discussions will take place with pupils and their family about future education or work opportunities they may wish to explore once they leave Riverside at 19.

### Years 10 -14: **Future planning**

The focus is on all the skills required to be part of the world of work and / or wider community. Specific encounters with a range of different work environments will take place and all pupils will continue to review their interests and aspirations sections on their happiness passports as well as their wishes for work and the future sections. All options will be explored with pupils and their families, this could be future college placements, volunteering, internships and employment. All pupils will continue to engage in a meaningful independence based curriculum and will gain AQA units awards and Equals Moving On Curriculum certificates to build their Record of Achievements. For those for whom it is appropriate, CV writing and Interview skills will form a big part of their curriculum and they will have ample opportunity to develop the interpersonal skills required to make a positive contribution to their community in the most appropriate way for them.

### **Calendar overview for careers education**

Each term we have a specific focus for all classes within our Secondary phase :



Autumn Term	Interests and Aspirations project - Years 7 – 14
<b>Interests and Aspirations</b>	Year 14 transition reviews Set up and running of Community Café Personalised internal work experience

	<p>Year 10 -14 pupils have weekly Community and Careers Education sessions – this will include Careers Coaching, Enterprise projects, work related independent living skills.</p> <p>Post 16 information event – what’s next for pupils after year 14</p>
<p>Spring Term</p> <p><b>Personal Careers and Community Research project</b></p>	<p>Personal Careers and Community research project</p> <p>Riverside Alumni meeting</p> <p>Set up and running of Community Café</p> <p>Personalised internal work experience</p> <p>Year 10 -14 pupils have weekly Community and Careers Education sessions – this will include Careers Coaching, Enterprise projects, work related independent living skills.</p> <p>Input into ECHP reviews and future planning</p>
<p>Summer Term</p> <p><b>Community Experience</b></p>	<p><b>Community Experience Project – Internal and external Community experience with different employers and businesses (External - Year 10 – 14)</b></p> <p>Set up and running of Community Café</p> <p>Personalised internal work experience</p> <p>Year 10 -14 pupils have weekly Community and Careers Education sessions – this will include Careers Coaching, Enterprise projects, work related independent living skills.</p> <p>Input in ECHP reviews and future planning</p>

All careers education activities will be detailed and tracked to evaluate which Gatsby Benchmarks Riverside are meeting. Using the online tool Compass+ we are able to benchmark, manage, track and report on our careers programme, this includes on an individual basis.

**Lead:**

The lead for Careers Education at Riverside School is Clare Collett (Assistant Headteacher)

Email: [Clare.Collett@riverside.bromley.sch.uk](mailto:Clare.Collett@riverside.bromley.sch.uk)

**Gatsby Benchmarks:**

Riverside School follows the recommended guidance as laid out within the Gatsby Benchmarks.

<b>Gatsby Benchmark</b>	<b>How Riverside meets this</b>
<p><b>1. A stable careers programme</b></p> <p>Every school, special school and college should have an embedded programme of careers education and guidance that is known and understood by students, parents, teachers, governors and employers.</p>	<p>Please refer to the above overview of careers educations which will take place throughout the school year.</p> <p>We are following the Careers at Every Level programme devised by Talentino</p>
<p><b>2. Learning from career and labour market information</b></p> <p>Every student and their parents/carers should have access to good quality information about future study options, labour market opportunities and the Local Offer. They will need the support of an informed adviser to make best use of available information</p>	<p>All secondary pupils will have opportunities to research, learn about and experience different careers paths through the annual Careers Project. This is a personalised project for all pupils to take part in which will enable them to learn about and experience activities related to an area of their interest.</p> <p>All secondary pupils will also take part in enterprise projects, where they will be able to make, sell and share something with others. This included working in our Community Café</p> <p>Forming our Riverside Alumni will enable us to celebrate the successes our ex pupils have had within the career and labour markets and enable us to identity challenges and areas of development where we can help shape our curriculum and work with our local community.</p>
<p><b>3. Addressing the needs of each learner</b></p> <p>Students have different careers guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>At Riverside School equality and diversity is at the heart of everything we do, we strive to challenge stereotypes and have the highest of expectations and aspirations for all of our pupils.</p> <p>Our personalised plans for all pupils using the Happiness Passports will enable us to plan ahead for what is required for that individual pupil throughout their secondary schooling to enable their aspirations to be fulfilled. Each pupil will also have a detailed record of all careers related activities they have taken part in.</p>
<p><b>4. Linking curriculum learning to careers</b></p>	<p>Riverside secondary curriculum has a strong focus on independence and gaining meaningful experiences including experiences in the world of work.</p>

<p>All teachers should link curriculum learning with careers. For example, STEM (science, technology, engineering and mathematics) subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.</p>	<p>STEM subjects are built into the curriculum on a daily basis and as part of the Careers Project, interests pupils have within this area is focused on and this supports future work and community experience placements and experiences.</p>
<p><b>5. Encounters with employers and employees</b></p> <p>Every student 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>All pupils will learn about a variety of careers role through their yearly careers projects and how to implement specific skills through the enterprise project.</p> <p>All pupils within years 10 – 14 will take part in community experience, through this they will be able to participate in meaningful work and community related experiences which will help to develop a deeper understanding of the world of work and their wider community.</p>
<p><b>6. Experiences of workplaces</b></p> <p>Every student should have first-hand experiences of the workplace through work visits, work shadowing and/ or work experience so they can explore their career opportunities and expand their networks.</p>	<p>A comprehensive programme is in place to ensure all pupils within years 10 – 14 take part in community or work experience which is meaningful to them on a yearly basis.</p>
<p><b>7. Encounters with Further and Higher Education</b></p> <p>All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace and the Local Offer.</p>	<p>All pupils have the opportunity along with their families to make choices about their preferred appropriate further education provision that takes in to account pupil's interests and needs.</p> <p>The post 16 information event will equip families with the knowledge and understanding to make informed choices about what provisions are available post Riverside.</p>
<p><b>8. Personal Guidance</b></p> <p>Every learner should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of college staff) or external, provided they are trained to an appropriate level</p>	<p>Every year as part of their EHCP process, pupils will have the opportunity to contribute to their EHCP review.</p> <p>For pupils for whom it is appropriate they will have had an interview with the Riverside careers lead to discuss their careers aspirations and what appropriate careers paths could look like for them, this will take place within year 10.</p>