



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.

Entitlement

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

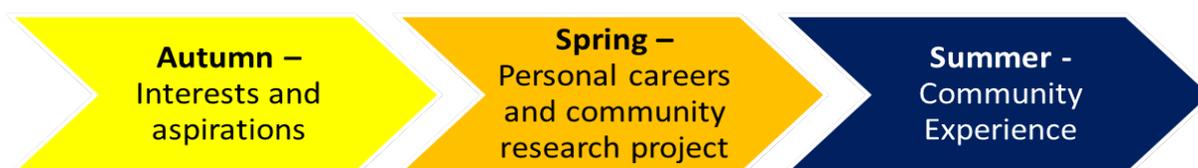
wellbeing and social skills, giving pupils the voice to contribute to their learning and future in a meaningful way. At the end of year 9, discussions will take place with pupils and their family about future education or work opportunities they may wish to explore once they leave Riverside at 19 years old. This will form part of their year 9 EHCP review. EHCP outcome and PLP focus area will move to preparing for adulthood outcomes. Pupils within years 7 -9 will have a minimum of two meaningful encounters with employers linked to specific area of interest, these will be documented and evaluated using compass+.

Years 10 -14: **Future planning**

Within years 10 – 14 there is an increased focus on the skills required be part of the world of work and / or wider community. A minimum of two specific meaningful encounters with employers with take place within years 10 – 11 and another two within years 12 – 13. Through bespoke Career Guidance pupils and families will explore a range of pathways, this could be future college / education and training placements, volunteering and employment. All pupils will continue to engage in a meaningful independence based curriculum and will gain AQA units awards to build their Record of Achievements. For those for whom it is appropriate, CV writing and Interview skills and vocational profiling 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.

Overview of community and careers education

Each term there is a specific focus for community and careers education:



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, including on an individual basis.

	Community and Careers Education
Blue A Pathway R1-R3 Approx.	Years 7 – 14 <ul style="list-style-type: none"> • Sensory experiences of job roles and community activities • Immerse experiences related to the world in which they live • Meaningful community experience visits and encounters • Contributing meaningfully to enterprise projects
Blue B Pathway R3 – R4 Approx.	Years 7 – 14 <ul style="list-style-type: none"> • Focus on work related independent skills (Wall planner) • Sensory experiences of job roles and community activities • Immerse experiences related to the world in which they live • Meaningful community experience visits and encounters • Contributing meaningfully to enterprise projects Years 10 – 14 <ul style="list-style-type: none"> • Independent based roles within Riverside Lounge
Orange Pathway R4 – R8 Approx.	Years 7 – 14 <ul style="list-style-type: none"> • Focus on work related independent skills (Wall planner) • Experiences related to the world in which they live • Dreams and aspirations portfolio • Meaningful in house and external community experiences Year 10 – 14 <ul style="list-style-type: none"> • Working in Riverside Lounge Years 12 – 14 <ul style="list-style-type: none"> • College transition planning
Yellow pathway R9+ Approx.	Years 7 – 14 <ul style="list-style-type: none"> • Focus on work related independent skills • Experiences related to the world in which they live • Dreams and aspirations portfolio • Meaningful in house and external community experiences Years 10 – 14 <ul style="list-style-type: none"> • Working in Riverside Lounge • Specific careers coaching sessions • Interview with careers lead Years 12 –14 <ul style="list-style-type: none"> • College transition planning • Vocational profile

Lead:

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

Email: Clare.Collett@riverside.bromley.sch.uk

The Riverside Lounge

The Riverside Lounge is an integral part of our community and careers education programme. The Riverside Lounge is a café which has been developed by the pupils. Pupils across the secondary phase and in all pathways have contributed towards the Riverside Lounge. This includes researching, making furniture, menu, cooking, art work, cashier, waiters and kitchen staff. Pupils are also involved in the cashing up and budgeting of the Riverside Lounge. The Riverside Lounge is one part of the community and careers programme which details how we are meeting many of the Gatsby Benchmarks.

Gatsby Benchmarks:

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

Gatsby Benchmark	How Riverside meets this
<p>1. 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 students, parents, teachers, governors, employers and other agencies.</p>	<p>Please refer to the above overview of careers education which will take place throughout the school year.</p> <p>We use a range of resources and supports from Talentino to support our teaching and community and careers education.</p> <p>We regularly review our community and careers programme and seek feedback from staff, employers, pupils and families.</p>
<p>2. Learning from career and labour market information</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 their individual dreams and aspirations projects and spring term research projects.</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 Riverside Lounge 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 identify challenges and areas of development where we can help shape our curriculum and work with our local community.</p>
<p>3. Addressing the needs of each learner</p>	<p>At Riverside School equality and diversity is at the heart of everything we do, we strive to</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>challenge stereotypes and have the highest of expectations and aspirations for all of our pupils.</p> <p>Pupils EHCPs, reviews and dreams and aspirations portfolios will enable us to plan ahead for each individual pupil throughout their secondary schooling. This will 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>4. Linking curriculum learning to careers</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>Riverside secondary curriculum has a strong focus on independence and gaining meaningful experiences including experiences in the world of work.</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>5. Encounters with employers and employees</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 in years 8 – 14 will experience a minimum of 6 meaningful encounters with employers. These will be personalised to the needs of the pupils and could be a in house workshop, external visit to employer or longer term arrangement such as weekly experience</p> <p>All pupils within secondary phase 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>6. Experiences of workplaces</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>All pupils in years 10 – 14 will have meaningful experience of the workplace. These will be personalised to the needs of the pupils and could include virtual experience of the workplace, external visit to employer or longer term arrangement such as weekly experience.</p>
<p>7. Encounters with Further and Higher Education</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,</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. In addition to these ongoing conversations between pupils, families and teachers,</p>

<p>colleges, universities and the workplace and the Local Offer.</p>	<p>discussions take part annually from year 9 onwards as part of the EHCP review.</p> <p>The annual post 16 information transition event will equip families with the knowledge and understanding to make informed choices about what provisions are available post Riverside.</p>
<p>8. Personal Guidance</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 meaningfully to their EHCP review.</p> <p>For pupils for whom it is appropriate they will have 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. From years 12 – 14, vocational profiles will be completed.</p>