

How Brookfields School Pathway to Employment Careers Education Programme meets the Gatsby Bench Marks

Benchmark	Gatsby Bench Mark Description	How we currently meet this Benchmark
<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, governors and employers.</p>	<p>Through our innovative and highly regarded Careers Education Programme, 'Pathway to Employment' and the established partnerships we have with independent Careers Education providers and local businesses, we have achieved positive outcomes for young people with learning difficulties and additional needs, enabling them to secure either part time or full time paid employment. We offer a whole school Careers Education programme that is embed within the school. This includes engaging with governors, training parents, training professionals and engaging and training employers to be part of a long-term network.</p> <p>Brookfields School works in partnership with Talentino! (A Career Development organisation) and has created a bespoke Careers Education programme for young people with learning difficulties and additional needs. This programme is known as 'Careers at Every Level' and is now in over 50 specialist education providers in the UK.</p> <p>Our Pathway to Employment consists of 5 distinct but related strands:</p> <ul style="list-style-type: none"> • Way2Work (Careers Education at Every Level) • Work Related Learning • Business Enterprise programmes • Work Based Experience • Supported Internships <p>Our dedicated Pathway to Employment team ensure that:</p> <ul style="list-style-type: none"> • Parents are involved in preparing their child for Work Based Placements.

		<ul style="list-style-type: none"> • Students and their parents contribute to Work Based placement reports and evaluations • Career aspirations towards employment and learning goals are incorporated into students' EHCP Outcomes • Parents and students learn about what their Work Based Placements involves through our 'Work Experience Guide' • The Work Based Learning the student undertakes is bespoke and based on an in depth knowledge of the student and their employment aspirations • The Work Based Learning enables students' to have first-hand and authentic work experience before transferring these skills to a Work Based Placement
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>	<ul style="list-style-type: none"> • Talentino! provides a full set of accessible resources about labour market opportunities which are reviewed annually. • We have in-school Early Careers Coaches (Qualified under the European Mentoring and Coaching Council) who actively support students' to utilise resources. • Our Early Career Coaches work in partnership with the students, their families and their Educational Team at school to create individualised Career Development Plans • The Schools Employment Engagement Manager works in partnership with 65+ businesses. These businesses are part of the schools Pathway to Employment Programme and provide insight to local information about the job market, skills required etc • Our Employment Engagement Manager take LMI from the Careers Enterprise Company and tailors the information to specific cohorts of learners at Brookfields School • Talentino! is accredited by Careers Matrix Accreditation Body • Brookfields School has an established partnership with a local Supported Employment provider, Ways into Work. Ways into Work support our Pathway to Employment team, the students, their families and Supported Internships. Ways into Work provide a bespoke transition programme for identified individuals from Education into the world of work • Links with Careers Enterprise Company, local enterprise partnerships, Job Centre, BASE and ELEVATE Me

<p>Addressing The Needs Of Each Pupil</p>	<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>	<ul style="list-style-type: none"> • Our Pathway to Employment programme is tailored to meet the needs of young people with a range of learning difficulties and additional needs • Session plans and resources are differentiated based on the needs of the participants • Individual Career Development Plans are created • Students desired employment outcomes are articulated in their EHCP and outcomes identified to support their aspiration • Pupils' Personal Learning Plans (PLP's) target areas of development and skills acquisition related to employability skills • We work in partnership with families to understand any specific difficulties they may have and deliver appropriate strategies to overcome these • We promote and support diversity in our Careers Education programme as we value everyone as an individual where everyone feels able to participate and achieve their potential • We are very mindful of the legislation covering age, disability, race, religion gender and sexual orientation and others. We use this as a starting point and then go beyond this by viewing diversity as a positive difference that adds value to an organisation, contributing to employee wellbeing and engagement • As a school, our position is the "presumption of employability" for all • Vocational Profiles are developed for students which document their individual's skills, abilities, interests, aspirations, and needs in relation to employment
<p>Linking Curriculum Learning To Careers</p>	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of stem subjects for a wide range of future career paths.</p>	<ul style="list-style-type: none"> • At key Stage 3 (Age 11-14) students follow a Formal, Semi-formal or Pre-formal Learning Pathway that equips each student with the knowledge and skills they will require for accessing the more practical aspects of the Vocational Curriculum that follows this • Taking the principles identified by Preparation for Adulthood, we have developed a Vocational Curriculum (Age 14-19) for students

		<p>with a range of learning needs. This curriculum is focused on the application of skills in authentic settings including the workplace.</p> <ul style="list-style-type: none"> • The curriculum is tailored to individuals needs and learning outcomes identified in their EHCP. GCSE, BTEC, Entry Level and Level 1 & 2 qualifications including Functional Skills in Maths and English is taught where appropriate. In the 6th Form, there is an emphasis on financial literacy • Career Coaching is delivered through a classroom based modular programme (Careers at Every Level) with appropriate assessment checks embedded within each module
<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>	<ul style="list-style-type: none"> • We engage with over 65+ small, medium and large businesses enabling us to offer regular and meaningful encounters with employers • We deliver bespoke and meaningful Work Based opportunities across the academic year. • Our Pathway to Employment Careers Education programme runs several authentic enterprise schemes including food production and upcycling offering authentic business experience for students • Students in the 6th Form and Key Stage 4 participate in an annual Careers Week where they access over 50 employment based workshops, multiple offsite visits and participate in mock interviews with employers • Throughout the year we invite employers to give talks about the work they do to inspire the students • Students who have left Brookfields School and who are now in employment meet current students to tell them about their transition from education to the world of work and the impact this has had on their lives • We have a team of highly effective Job Coaches (trained by BASE) who are creative, flexible and have belief in the right and ability of young people to work • Our Job Coaches follow best practice model as set out by the British Association of Supported Employment (BASE) • If employers and businesses have any worries or concerns anput supporting a young person with learning difficulties

		and additional needs, we welcome these as they indicate the employer is starting to think about consequences of employing someone with a disability
Experiences Of Workplaces	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.	<ul style="list-style-type: none"> • We engage with over 65+ small, medium and large businesses, to offer regular encounters with employers and offer meaningful and bespoke Work Based Placement across the academic year. • Our Pathway To Employment Careers Education programme provides a range of structured and bespoke Work Based opportunities • Students are fully supported to engage with employers through a range of suitable activities • Employers receive an induction and opportunity to receive disability awareness training • Work Based Placements are provided on a graduated basis beginning in Year 10 and 11 with generic retail and hospitality placements, building up students understanding of what a workplace is; rules, uniform, line managers etc • In the 6th Form students participate in Work Based Placements which are specific to their work interests identified through Vocational Profiling • Work Based Placements are progressive with targets set for each placement that aim to build on previous placement experience • Choice and control – students are presented with a variety of experiences, options and support this starts with researching the local job market and contacting employers that best match the skills and interests of the individual • Support is built around an individual and is tailored to their aspirations as identified through their EHCP
Encounters With Further and Higher Education	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 the workplace.	<ul style="list-style-type: none"> • Students in Y11 who wish to leave Brookfields School at 16 and all students in 6th Form for whom college is a destination have the opportunity to attend Reading College's Link course on a weekly basis, receiving a half day of lessons and activities delivered at the FE college's main campus.

		<ul style="list-style-type: none"> • Students are supported to enhance their skills, providing opportunities for greater responsibility, and challenge, as part of ongoing career progression and development • Through Career Coaching, careers lessons, teacher/family progress evenings and the Annual Review process, students and their families are made aware of the opportunities available to them in the local area including apprenticeships, supported internships, social enterprises, employment and Further Education. • Brookfields School runs a Supported Internship based at the Royal Berkshire Hospital known as Project SEARCH, available to students in Year 14 • Brookfields School has been successful in supporting the transition of a number of students from Work Based Placements into direct employment with their placement employer or another employer working in that field • Students in 6th Form can follow a 'Work and Learn Study Programme', working in paid employment for up to two days a week whilst studying Functional Skills relevant to their employment whilst at school • On a Biannual basis we host a 'What's Next?' information fair where local education and social care providers, support services and some employers are able to discuss with families the support and services they can offer Post 16 and 19.
<p>Personal Guidance</p>	<p>Every pupil should have opportunities for guidance interviews with a career adviser. 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 individual needs</p>	<ul style="list-style-type: none"> • We have in-school Early Careers Coaches (Qualified under the European Mentoring and Coaching Council) who are trained and actively support students to utilise resources and create bespoke Career Development Plans • Careers Advice is available to students and their families at EHCP Annual Reviews (e.g. Y9 Annual Reviews, transition from Key stage 4 to 6th form, Year 14, before applying for a Supported Internship etc.) and at any other time • Vocational Profiles are developed in partnership with the student, their family, their educational team and employers that have done Work Based Placements with • Individual programmes of support identified and delivered

To be reviewed April 2019

For more information, please contact the schools Careers Education Lead, Maurice George (Assistant Head) on 0118 942 1382