

	<b>Gatsby Benchmark</b>	<b>Requirements</b>	<b>Implementation</b>	<b>Impact</b>
1.	A stable careers programme	Embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers, governors and employers	<p>Careers education and guidance, and work-related learning will be embedded in the wider curriculum, including community learning.</p> <p>ASDAN Towards Independence offers pupils the chance to accredit their careers learning.</p> <p>All teachers will be supported to deliver appropriate sessions for their pupils.</p> <p>We work closely with the New Anglia Local Enterprise Partnership and are supported by the Enterprise Coordinator to source and embed links with employers.</p>	All pupils and their families/carers will be well informed about their options and be supported to make decisions.
2.	Learning from careers and labour market information	Access to good quality information about future study options, day service provision and labour market opportunities	<p>Regular opportunities to engage with the community will be provided, including visits to colleges and day service providers.</p> <p>Annual 'Moving On' information event, providing an opportunity for pupils and parents to meet and gather information on the provision and services that support a young person's transition.</p> <p>As pupils progress through the school, they have increased opportunities to take part in work encounters and enterprise activities.</p>	All pupils and their families will know about the opportunities within their local community with regards to their future.
3.	Addressing the needs of the pupils	To provide careers education and guidance which is bespoke to the needs of our pupils	We are able to deliver appropriate careers education and guidance for our pupils because we understand their learning styles and how to overcome their barriers to learning.	Ensuring that the needs of each pupil are met gives our pupils the best chance of reaching their full potential and attaining their goals.

			<p>Guidance is given to parents/carers at EHCP review meetings and their views sought about their child's future. Pupils views about their wishes for the future are sought where applicable through the EHCP review.</p>	
4.	Linking curriculum learning to careers	To link suitable areas of the curriculum to careers including our pupils own ambitions and aspirations	Other areas of the curriculum will link to careers, e.g. English, Maths, Science, PSHE.	<p>Careers will not be viewed as a stand-alone area within Sheringham Woodfields School as it is an integral part of learning and life.</p> <p>In the sixth form there will be a much greater focus on careers within the timetable.</p>
5.	Encounters with employers and employees	To provide regular opportunities to engage with local employers and employees.	As children progress through the school, they have increased opportunities to learn from employers and employees, both in and out of school.	<p>Pupils will experience activities linked to work from the local area. For some, this will broaden their horizons, showing them what is possible, and for others identify what they like and dislike with regards to careers and beyond.</p>
6.	Experiences of workplaces	To allow all pupils to experience local workplaces	<p>Pupils in key stage 4 and 5 have the opportunity to participate in work experience, work related learning and work shadowing.</p> <p>We work in partnership with the New Anglia Local Enterprise Partnership to create new opportunities for work experience and encounters from a range of sectors.</p>	<p>Pupils will experience what happens in workplaces and some will gain an understanding of workplace behaviour and protocols.</p> <p>Pupils will have the opportunity to practise work skills in vocational areas. Pupils will be supported to reach their full potential .</p>
7.	Encounters with further and higher education	All pupils should understand the full range of opportunities that are available to them	During their time in the sixth form, all pupils will have the opportunity to visit colleges and day service providers within the local area.	Pupils and their parents/carers, will have a clear idea what opportunities exist and also of likes and dislikes regarding potential future placements

			Annual 'Moving On' information event for pupils and their parents/carers will take place, providing an opportunity to speak with and gather information on all potential opportunities available to them.	and can make important decisions using this information.
8.	Personal Guidance	<p>To provide guidance from a qualified careers adviser for all pupils</p> <p>To provide personalised support and advice for all our pupils and their families regarding future provision and ambitions</p>	<p>Pupils and their families will have the opportunity to speak with a qualified guidance adviser.</p> <p>Class teachers will be able to offer support and guidance to pupils and their families around moving on to the next step of pupils careers and future opportunities.</p> <p>Parents/carers will be signposted at the pupils EHCP to make a referral to the Preparing for Adult Life team (PfAL), so their child has support moving into adulthood.</p>	Pupils and their parents/carers will have a clearer picture of what post-school options are available to them in line with pupils aspirations and how they can be achieved.

Our careers programme will be evaluated on a regular basis to ensure it is meeting the needs of our pupils. We will do this by:

- Using the Compass tracker to evaluate how our school is progressing against the Gatsby Benchmarks. This is carried out every term.
- Getting feedback from pupils and parents/carers after careers events.
- Getting feedback from staff after careers events.
- Getting feedback from staff in work placements
- Keeping detailed destination data for all students who leave our provision for at least 3 years. This will show how successful we have been at preparing pupils for their future.