

Benchmark	Notes	How we currently meet this Benchmark - Careers at Every Level
<b>A Stable Careers Programme</b>	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.	<ul style="list-style-type: none"> <li>• Through ‘Routes to Work’ Addington School offers a whole school careers programme and support embedding it within the school. This includes engaging with governors, training parents and engaging and training employers to be part of a long term network.</li> </ul>
<b>Learning From Career &amp; Labour Market Information</b>	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.	<ul style="list-style-type: none"> <li>• Full set of accessible resources about opportunities provided. These are reviewed annually.</li> <li>• Attendance and involvement in local and national career events.</li> <li>• 20 in-school careers coaches are trained and actively support students with career development plans.</li> </ul>
<b>Addressing The Needs Of Each Pupil</b>	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.	<ul style="list-style-type: none"> <li>• Tailored to meet the needs of young people with a range of needs from moderate to profound learning disabilities. Session plans and resources are differentiated based on the needs of the participants, individual career development plans are created as well as articulating the employment outcomes on EHCP plans.</li> <li>• Access to careers education through learning pathways suited to the needs of each individual student.</li> <li>• Access to a range of work experience opportunities that are tailored to the needs of individual students.</li> <li>• Provision of City and Guilds courses to provide employer recognised qualifications</li> </ul>
<b>Linking Curriculum Learning To Careers</b>	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.	<ul style="list-style-type: none"> <li>• Careers coaching is delivered through a classroom based modular programme linked through to the assessment of pupils.</li> <li>• Career aspirations are linked with EHCPs and updated annually.</li> <li>• Work Experience learning outcomes are linked to EHCP outcomes and Personal Learning Plans.</li> </ul>
<b>Encounters With Employers And Employees</b>	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.	<ul style="list-style-type: none"> <li>• Social enterprise schemes are embedded within school where pupils develop profitable in school enterprise businesses to demonstrate their knowledge of customer service and work environments.</li> <li>• Addington School is supported by SLT and school governors to build a network of engaged employers, to provide ongoing and multiple work experience for as many pupils who can access it and to provide encounters with employers for students at every level.</li> </ul>

<b>Experiences Of Workplaces</b>	<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"> <li>• School is supported to build a network of engaged employers.</li> <li>• Addington School works in partnership with Central Berkshire Education and Business Partnership to access a diverse range of workplace experiences.</li> <li>• The Routes to Work programme provides a framework for working experience projects (School based, visits and work experience)</li> <li>• Pupils are fully supported to engage with employers through a range of suitable activities, including Work Ready Days, Job Safari and Work Experience.</li> <li>• Employers have training and many opportunities to have raised disability awareness in the work-place.</li> </ul>
<b>Encounters With Further Higher Education</b>	<p>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.</p>	<ul style="list-style-type: none"> <li>• All pupils will experience college on a planned phased basis in sixth form.</li> <li>• Addington School builds links with a range of local colleges so that students can access opportunities that are tailored to their needs and aspirations.</li> </ul>
<b>Personal Guidance</b>	<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"> <li>• Careers coaches are embedded in Upper School.</li> <li>• Job Coaches have received TSI training.</li> <li>• The Careers Lead and SLT regularly attend Careers Education, Advice and Guidance events to ensure that advice in school is relevant and current to the general student population.</li> <li>• Annual EHC plan reviews and transition plans from school ensure that career aspirations are current to individual needs.</li> </ul>