
Gatsby Benchmarks

Park Lane Special School



Benchmark one

A stable careers programme

- Park Lane school has an embedded programme of career education and guidance that is known and understood by pupils (with support), parents, teachers and employers.
- Park Lane school has a stable, structured careers programme that has the explicit backing of the senior management team, and has identified subject leads.
- The careers programme is published on the school's website enabling pupils, parents, teachers and employers to access and understand it. The programme is regularly evaluated with feedback from pupils, parents, teachers and employers as part of the evaluation process. <https://www.parklaneschool.co.uk/page/careers/54446>

Benchmark two

Learning from career and labour market information

- Every pupil, and their parents, have access to good-quality information about future study options and labour market opportunities. **not qualified*
- From KS4 onwards, pupils start to access information about career paths and the labour market to inform their own decisions on study options. They visit the Youth Hub weekly where they have the opportunity to talk to CE council staff about different options for their future. The ASDAN PfA programme offers work experience information opportunities. In KS5, pupils are offered appropriate work experience opportunities to enhance a bespoke curriculum provision that includes discussions and learning about career and further education options.
- Parents are encouraged to access and use information about labour markets and future study options to inform their support to their children. This is discussed in annual reviews with the support of our link social worker from CE.

Benchmark three

Addressing the needs of each pupil

- Pupils have different career guidance needs at different stages. Opportunities for advice and support are tailored to the needs of each pupil. Park Lane school's careers programme embeds equality and diversity considerations throughout. Every pupil has Personal Learning Goals that once in KS5 are tailored to PFA.
- Park Lane school's careers programme actively seeks to challenge stereotypical thinking and raise aspirations.
- Park Lane school keeps systematic records of the individual advice given to each pupil around their qualification, PLGs and annual reviews, and subsequent agreed decisions. All pupils and families have access to these records to support their career development.
- Park Lane school collects and maintain accurate data for each pupil on their education, training and employment destinations for at least three years after they leave school.
- Pupils that require extra challenge, are offered the higher level PSD qualification which offers an entire unit on identifying personal skills and qualities, thinking about what work they would like to try, identifying aspects of the job and deciding their skills match those needed for the job and then trying out the different aspects and evaluating their feelings and achievements.

Benchmark four

Linking curriculum learning to careers

- All subject leads have links to PfA and careers in the or schemes of work and link them to learning from EYFS onwards
- From EYFS onwards, pupils are exposed to visiting professionals and attend class trips to a variety of places witnessing a range of sectors of work.
- From KS4 onwards, there is learning explicitly linked to PfA and careers. Pupils are all encouraged to increase their independence in all areas of their school and home lives in readiness to embark on the next stage of their education or employment.
- There is an informative display in reception that shows how every class does PfA work as part of their curriculum with photographs depicting PfA in action.
- In KS5 pupils work on specific vocational studies linked to the Personal Progress qualification. Each pupil has targets around developing skills such as personal presentation and time keeping, following instructions, communicating with work place staff and making choices in order to complete work tasks.

Benchmark five

Links with employers and employees

- Every pupil is given multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This becomes explicit teaching in KS5 where pupils practice work skills as part of their ASDAN curriculum and their PLGS.
- Every KS5 pupil is offered a work experience placement suitable for them. This maybe with an external provider that we have forged positive relationships with or in house with cleaning staff, site manager, office staff or teachers.
- We have an excellent relationship with our local Tesco community liaison who visits classes across the school to teach them about different careers that stem from farming to selling their produce.

Benchmark six

Experience of workplaces

- Every pupil has first-hand experiences of the workplace through work visits, work shadowing and/or work experience both externally or in house in order to help their exploration of career opportunities, and expand their networks.
- By the time pupils leave Park Lane school, they will have had access to at least one work experience placement as well as teaching and creation of mock work environments *Needs to be 2, one before they are 16.
- Pupils are given the opportunity to go on a wide variety of class trips that link to the curriculum in a range of ways, all of which have PfA links that are highlighted through teacher planning and subject lead tracking. All class trips provide a new workplace experience such as farms, shops, cafes, places of worship and many more.

Benchmark seven

Encounters with further and higher education

- Pupils in upper school have the opportunity to see our 6th formers in action throughout the year. They are invited to visit the café sessions run by the 6th formers so they experience seeing them rise to the challenge of serving and preparing food and drinks for staff and pupils.
- 6th formers to assemblies and presentations to show pupils lower down the school what they do in class and in their work experience placements
- 6th form are going to create a display of information about where ex-pupils have gone onto
- We are working on creating an alumni project whereby ex-pupils will visit in order to talk to current pupils about their experiences
- Pupils are encouraged to visit prospective colleges and staff assist in facilitating these visits by accompanying them and transporting them where appropriate.

Benchmark eight

Personal guidance

- All upper school pupils have opportunities for guidance interviews with an adviser from Cheshire East who attends their reviews, they are able to explain what appropriate next steps could be and encourage families to visit recommended destinations and attend open evenings. Currently, our SENCO is our Head Teacher who also attends most reviews and is very knowledgeable about the options for our pupils post 19 as well as knowing our pupils and their circumstances very well and is therefore able to make appropriate suggestions during the annual review process.
- The professionals who work with our young people every day are the experts and are best placed to adapt the career guidance activities to the different needs of their students. They are therefore the best people to offer career guidance and ready our pupils for life beyond Park Lane school.
- Every pupil has to opportunity to attend their annual reviews and offer their opinions on what they want for their futures when given all the relevant information.