

**Gatsby Benchmarking – Victoria College**

**2023-2024**

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| **Benchmark** | **Summary** | **How We Meet This** |
| 1.**A stable careers programme** | Every secondary school/college should have an embedded programme of career education and guidance that is known and understood by learners, parents, teachers, employers and other agencies. | * We offer an embedded programme of careers education and guidance through our curriculum and supported voluntary work experience.
* We share this information on our website and with families through individual student progress meetings, annual reviews of the EHCP. Trustees are informed of key information, data and progress against the Gatsby Benchmarks through committee reports.
* The senior leadership team support the development of the CEIAG and ensure that this forms part of the annual development plan. This is managed by a member of SLT.
* The programme is regularly evaluated (annually) with feedback from students, families, teachers and local colleges/employers as part of the evaluation process.
* We offer opportunities across the curriculum to develop transferable life and social skills that support careers, employability and enterprise; including students’ self-advocacy, negotiation, decision-making and transition skills.
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| 2.**Learning from career and labour market information** | Every learner, and their parents (where appropriate), should have access to good quality informationabout future study options and labour market opportunities. They will need the support of an informedadvisor to make the best use of available information. | * Families are encouraged to access and use information about the local provision and day centres available after College, including future study options to support their children.
* We offer advice and support to our students through a Total Communication environment, including Makaton signs & symbols, PECS or Objects of Reference. This ensures that the experiences and learning is appropriate to all.
* In line with the SEND Code of Practice (2015) we have high aspirations for successful transitions with long-term goal planning. This forms part of our pathway of assessment throughout the College.
* We support our students with SEND, and their families, to understand specific information about which support mechanisms are available to help them after they leave. This includes disability rights, assistive technology and available benefit packages. We offer support through:
	+ Annual reviews of EHCP
	+ Transition events
	+ Student Progress meetings
	+ Informal discussions
	+ Transition review meetings in college/Careers Advice
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| 3.**Addressing the needs of each learner** | Learners have different career guidance needs at different stages.Opportunities for advice and supportneed to be tailored to the needs of each learner. A school’s careers programme should embed equalityand diversity considerationsthroughout. | * Our careers programme and curriculum actively seek to challenge stereotypical thinking and raise aspirations for all. We pride ourselves on ensuring that each student has equal access to all areas of learning.
* We keep records of individual advice given to each student and subsequent agreed decisions. This is monitored on the Annual Review and through discussions with the Careers Advisor.
* We maintain accurate data for each student on their education, training or employment destinations.
* We understand each student’s individual needs and we are confident in offering extra support at the right time.
* We offer a person-centred approach to our practice and students with complex needs have an education, health and care plan (EHCP) that considers all aspects of their lives.
* Transition support is tailored to what the student wants, where possible, and what practical help is needed to do this.
* Good use is made of a range of organisations so that there is a multi-agency approach to transition support. This includes work with health agencies and nursing teams.
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| 4.**Linking curriculum learning to careers** | All subject staff should link curriculum learning with careers, even on courses which are notspecifically occupation led. Study programmes should also reflect the importance ofmaths and English as a key expectation from employers. | * Cognition and Communication are taught daily through relevant curriculum pathways. These are applied across the groups and inform assessments and judgements of student learning.
* Careers and work experience are embedded in subject and topic learning, and cross-curricular provision.
* Teaching and learning focuses on the relevance of subjects to everyday independent living and future learning.
* Our students receive a personalised careers curriculum, with support and discussion from their families. Our staff identify suitable post-College placements and provision and are available to talk about this in more detail, as required.
* Our staff use teaching approaches that develop transferable career skills, including communication and independence. We strive to provide students with the skills to move successfully into their next phase of adulthood and achieve this through partnership working with local day services, hubs and local businesses and volunteering groups.
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| 5.**Encounters with employers and employees** | Every learner 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. | * Every student has opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This is delivered through our work awareness weeks and enrichment activities.
* We offer opportunities throughout and use local links to ensure that we have a range of visitors in College. This helps us to build high expectations.
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| 6.**Experiences of workplaces** | Every learner 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. | * All students have experiences of the world of work through the termly work awareness weeks.
* **This includes External Visitors –** We welcome external guest speakers to meet with the students in College to discuss their job role and demonstrate where possible.
* **Enterprise –** Students will take part in enterprise sessions within these weeks. This draws on a range of real-life skills, including handling cash, numeracy skills, personal development and communication.
* **Supported Volunteering –** Students in their final year, engage with a variety of supported volunteer placements.
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| 7.**Encounters with****further and higher****education** | All learners should understand thefull range of learning opportunities that are available to them. This includes both academic andvocational routes and learning in colleges, universities and the workplace.We also focus on transition to appropriate provision supported by adult social care. | * We work closely with families to ensure that they are aware of the opportunities that are available to the students. We achieve this through annual meetings, annual reviews and informal discussions throughout the year.
* We have developed positive relationships and working with local providers.
* Assessments of the needs of individual students takes place in order to evaluate how well providers can meet their needs. Session days are arranged, where providers can observe students in their familiar setting and benefit from our experience of meeting students’ needs. We can support a member of the staffing team to accompany families and the student to visit the local provision, in order to gain confidence and ask important questions about life after College.
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| 8.**Personal guidance** | Every learner should have opportunities for guidance interviewswith a career’s adviser, who could be internal (a member of college staff) or external, provided that they aretrained to an appropriate level.These should be available for alllearners whenever significant studyor career choices are being made.They should be expected for alllearners but should be timed to meet individual needs. | * All of our students have access to continued guidance and support, through familiar staff in College, to help them explore opportunities and develop skills to make transitions positive and effective.
* We employ an independent Careers advisor as required to support the student and families with post education pathways.
* We offer lots of opportunities throughout the curriculum to support their self-awareness, decision-making skills and in setting appropriate targets through the EHCP.
* We aim to start discussions of next steps and transitions as early as possible with families. There is consistent, ongoing support for the transitions, achieved through reviews, work with the Careers Advisor and events in College.
* We complete annual reviews each year for all students and this supports the focus and discussion on finalising key elements of the transition plans.
* The College’s assessment system supports the monitoring of these targets, written with the students, to focus on what’s needed in the future. They are aspirational and support the development of skills within the home and towards independence.
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