



Work Related Learning Curriculum Report 2022-2023

Lonsdale continues to deliver our WRL curriculum through PHSCE and ASDAN; throughout the school and this curriculum caters for all abilities. Additionally, all students in Upper School/P16 having two- five-day work experience placements as well as a very successful business (run annually by the students for the students). Lonsdale continues to work with The Careers and Enterprise Company Hub, our YCH transition advisor and our advisor at The Careers and Enterprise Company.

WRL learning week for the whole school took place September 2019 (Appendix 1 – WRL September 2019), involving careers and recruitment talks, encounters with employers, careers workshops/experiences and bespoke teacher lead activities. All aspects of the week link closely with PHSCE and Life Skills/Preparing for Adulthood. We also worked closely with ELSA this year to deliver 'Get Work Ready Day' for year 9-13 pupils in February 2020. This day gave pupils an insight into employment, including developing interview skills, problem solving skills and inclusion in the workplace. Due to the Covid Pandemic we have not been able to run WRL week for the past 2 years, we are now able to resume and will be holding WRL week in November 2023

The table below gives a clear vision of the progress both the school and our pupils have made in building and maintaining a Work Related Learning and Careers programme that is not only bespoke to each of our learners, but provides a meaningful and realistic pathway to learning, work and success. The compass assessment tool (Gatsby Benchmark) used for the assessment of practices, was completed for the first time in April 2018 and has been completed annually ever since.

NB: Gatsby Benchmark is an evaluation tool used by schools across the country, the average score is calculated from the total number of schools that use this tool. Lonsdale's progress towards completing each Benchmark is significantly higher than the national average.

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September 2022

Gabsby: Bench-mark	Results April 2018 (%)	National Average Result in 2018 (%)	Results June 2019 (%)	Results Feb 2020 (%)	National Average Result in 2019 (%)	Results July 2020 (%)	National Average Result in 2020 (%)	Results July 2021 (%)	National Average Result in 2021 (%)	Results July 2022 (%)	National Average Result in 2022 (%)	Comments
1 A stable careers programme	5	6	94	100	21	100	43	100	43	100	63	We have a Bespoke careers programme/curriculum that embedded in the curriculum across the school, it is approved by the governors, SLT and is available on our school website for students, teachers & parents/carers; (KS Curriculum Overviews/ PHSCE curriculum statement)
2 Learning from career and labour market information	50	32	60	60	45	60	66	100	66	80	66	Lead Teacher ensures that where appropriate students have used up-to-date career & labour market information to help inform study/career decisions; Career day and through PHSCE/ASDAN lessons Encourages parents and carers to use career path and labour market information to aid the

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												support given to their children; Pupil Annual Reviews in years 9-13, meetings with our transition advisor a local colleges support future career aspirations
3 Addressing the needs of each pupil	71	13	100	100	20	100	38	100	38	100	38	<p>Raises aspirations of all students and challenges stereotypical thinking (including New Horizons Framework)</p> <p>Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school and shares data with local authority</p> <p>Works pro-actively with the local authority and careers advisors to provide guidance to SEND students</p> <p>Pupils and staff keep learning journals and work detailing pupils experiences/encounters of work related learning</p>
4 Linking curriculum learning to careers	0	26	87	100	38	100	60	81	60	81	60	All/the overwhelming majority of students by the time they leave school, have

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												meaningfully experienced career learning as part of English, Maths and PHSCE lessons.
5 Encounters with employers and employees	0	38	50	100	52	100	56	100	56	100	56	All/the overwhelming majority of pupils: Have at least one meaningful encounter with an employer every year they are at your school, through WRL week and other careers guidance.
6 Experiences of workplaces	0	37	75	100	47	75	36	100	36	25	36	All/the overwhelming majority of pupils: Have had a meaningful experience of a workplace by the end of year 11 Have obtained a meaningful experience of a workplace during years 12 and 13 Students will have 2-5 days of work experience either internally or externally

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7 Encounters with further and higher education	0	13	45	100	21	100	33	50	33	100	33	By the time pupils leave, the majority of pupils: Have meaningful encounters with /provided with information on /with colleges, apprenticeships, universities and have met staff and students from these providers.
8 Parental Guidance	100	49	100	100	57	100	65	100	65	100	65	All/overwhelming majority of pupils have had an interview with a professional and impartial careers advisor by the end of year 11 Have had at least two interviews with a professional and impartial advisor by the end of year 13, though Annual reviews and transition to college

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	<p>qualifications in core subjects</p> <p>Continue to work with Marriotts and explore other consortium options for WRL including specialist days (eg. ELSA)</p> <p>Review and revise offer to ensure all pupils and achieve and thrive.</p>				<p>Progression of learning across all of Upper School/P16</p> <p>New framework is planned, implemented and demonstrates impact in all areas.</p> <p>Curriculum area on RM Staff holds relevant and up-to-date information for subject teachers to refer to in order to access planning and overview documents as well as resources links and other relevant information.</p>
<p>Ensure there is a WRL week once a year that includes visitors, guest speakers and workshops that are meaningful to all learners</p>	<p>Ensure the curriculum and teaches pupils about WRL across the school, that workshops are engaging and appropriate for all learners.</p>	<p>Throughout school year and ongoing</p>	<p>Time and meetings to plan, deliver and evaluate impact. External Agencies</p>	<p>Identified time</p>	<p>All members of the community are involved in WRL learning week, including parents and governors.</p>
<p>To embed WRL into upper school curriculum – including WRL week, talks from visitors at Marriotts school, Schools’ consortium and work experience visits</p>	<p>To plan for and ensure year 9-13 pupils have meaningful opportunities through-out the year.</p>	<p>Thought year</p> <p>Spring /Summer Term</p>	<p>Gatsby Benchmarks</p> <p>Jacqui Gascogne WRL support worker.</p> <p>Anna Drury – YCHs</p> <p>Marriotts Staff</p>	<p>Support staff for experiences away from Lonsdale.</p>	<p>Students will get to experience work away from Lonsdale.</p> <p>Students will develop new skills.</p>

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		Throughout year	Stevenage schools' consortium Careers and Enterprise Hub	Time for completing Evolve	Development of community links. Every students to have work experience for 3 day placement (Lonsdale or other) (Could be with one of their parents/family member)
To evaluate WRL programme bi-annually, through the Gatsby Benchmarks to ensure programme is relevant and effective. Planning for continuation and further development for the next academic year	<p>To evaluate the year's programme against the Gatsby Benchmarks.</p> <p>To develop programme to ensure all pupils and where appropriate engage in WRL.</p> <p>To plan for next academic year, ensuring the PHSCE curriculum includes WRL. That the budget is appropriate for the programme of study.</p> <p>To write annual report and that this is published for our community.</p>	Autumn term/Spring term/Summer term	Jacqui Gascogne WRL support worker JW,KG,EM		Lonsdale School provides a meaningful and bespoke WRL programme for all learners, that promotes life – learning and preparation for adulthood

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Programme of Study 2022-2023: Whole School PHSCE/WRL Curriculum Topics

NB: Topics are tailored to class and individual pupils needs

Autumn Term:	Spring Term:	Summer Term:
WRL Week	Understanding Disability --Including laws/ Employment Law	Thinking about Careers: Jobs in School Skills Employers need Dream job and Reality; Personal Strengths and weaknesses Internal and external work experience for Upper School/ P16 pupils The Economy/ Labour Market Personal Money; Spending and saving Wages and Benefits Luxuries and Essentials

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Appendix 1: Whole School WRL Week – September 2019

	Monday	Tuesday	Wednesday	Wednesday	Thursday	Friday
Lesson 1 Session 1: 9:15-10:00 Session 2: 10:00-10:45	Police Workshop: Hall Session 1: Primary: Dolphin & Koala: Session 2: 3/4: G, W, S	9:30-12:30 – Careers advice (YCH) year 8 – year 13- Drop in sessions (where appropriate) Upper School/P16 Work Room	Fire Service Workshop: Hall 10:00-10:40: Primary: Dolphin & Bumble Bee: 10:40 – 11:10: Primary: Owl & Koala	9:30 -10:30: 5L & 3/4V: Redbeagle Recruitment Workshop: – CVs, Job Applications and Understanding Job Adverts Dining Room 5E: Macmillan Coffee Morning Prep REP Dining Room	Joinery Workshop: Session 1: 3 / 4 V Session 2: 5L Art/ Science Room	Whole School Macmillan Coffee Morning: 10:00-11:30 (Upper School Pupils: Organising & running event) (Family & Friends Invited) Lesson 3: Review learning and look through photos Complete evaluation forms and return to SN by Monday 30th September
Break						
Lesson 2 Session 1: 11: 00-11:45 Session 2: 11:45-12:30	Police Workshop: Hall Session 1: Primary: Owl & Bumble Bee Session 2: 3/4: H, 3V, T	Session 1: Careers Talk – Animal Care and Conservation from Shepreth Wildlife Park REP Dining Room	Fire Service Workshop: Hall 11:15 – 11:50 3/4: H, 3V, 4T 11:50 – 12:30 : 3/4: G, 3W, 3S	5P: Redbeagle Recruitment Workshop: – CVs, Job Applications and Understanding Job Adverts Art/ Science Room 11:00 -12:00 5E – Macmillan Coffee Morning Prep Cooking Room	Joinery Workshop: Session 3: 3 / 4 H Art/ Science Room Session 4: 5E, 3 / 4 T Art/ Science Room (Selected pupils – pupils not taking part in this session will be with Nina / Mrs North) 1.3/1.1	
Lunch						
Lesson 3 2:15 – 3:15	Police Workshop: Hall Upper School/P16	HAD – Driving School Workshop: Age 16 pupils – where appropriate NB:Parents/Carers Art /Science Room			Joinery Workshop: 5P Art/ Science Room	

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