



Work Related Learning Curriculum Report 2019-2020

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 this 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

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, then again June 2019 and throughout 2020. *Green Shows the benchmarks we have made progress from 2019 to 2020.

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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Head of P16/Upper School
WRL, Careers & Work Experience Coordinator
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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 (%)	Comments
1 A stable careers programme	5	6	94	100	21	100	<p>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)</p> <p>Lead Teacher</p>
2 Learning from career and labour market information	50	32	60	60	45	60	<p>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</p> <p>Encourages parents and carers to use career path and labour market information to aid the support given to their children; Pupil Annual Reviews in years 9-13, meetings with our transition advisor a local colleges support future career aspirations</p>
3 Addressing the needs of each pupil	71	13	100	100	20	100	<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	<p>All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of English, Maths and PHSCE lessons.</p>

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5 Encounters with employers and employees	0	38	50	100	52	100	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	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
7 Encounters with further and higher education	0	13	45	100	21	100	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	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, through Annual reviews and transition to college events throughout the year.

*Due to Covid – 19 we were unable to run work experience, this was accounted for when evaluating our progress against the Gatsby Benchmarks.

We are pleased with the scores this year and continue to plan for improvement and further development of our WRL curriculum and Careers Programme.

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Proposed Developments for 2020-2021 (further to our curriculum learning and transition to adulthood)

- Further networking meetings with schools from The Careers and Enterprise Hub
- Pupils invited to participate in Generation Stevenage Virtual Careers Fair – 1st December 2020 – evening event
- Whole School WRL Week Jan 2021 – Virtual workshops from a range of employers and professions
- ‘Get Ready for Work Day’ (ELSA) for year 9-13 – Virtual day May 2021
- Pupils have continuous access to encounters with employers and the labour market, including careers talks, through ‘HOP – Powered by Hertfordshire Local Enterprise Partnership’ via our school website.
- When possible, Supported by ELSA – Work Experience Day at Stansted Airport – Ryanair
- Continue to use the Compass tool to evaluate our programme of learning against the Gatsby Benchmarks

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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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