



**The Quality in Careers Standard National Quality Award for Careers Education,
Information, Advice and Guidance Provision Assessor Report.**

Learning Provider: Alt Bridge Special School

Named Contact: Paula Beasley, Careers Leader, Steve Farrimond is Deputy Head (SLT), and John Reynolds is Lead for Thriving Curriculum and Paula's Line Manager.

Assessor: Kath Wyke, Assessor, Career Connect.

Commentary:

Through the submission of a comprehensive portfolio of evidence, the detailed final assessment visit to and the latest Compass Self-Assessment report dated 10th July 2023, Alt Bridge Special School, Huyton, have demonstrated that they are fully meeting all the accreditation criteria incorporating the Gatsby Benchmarks for the Quality in Careers Standard. This is a Quality in Careers Standard reaccreditation.

Each assessment meeting has been attended by the full Careers Team who work closely together to ensure continuity and a high-quality student experience.

Final Assessment visit – Diane Sproson met with the following:

Steve Farrimond – Deputy Head Teacher

Paula Beasley – Careers Lead

John Reynolds – Thriving Curriculum Lead

Lesley Beddows – Cluster Lead

James Cook – Cluster Lead

Margaret Eccleston – Governor

Jane Harrickie – Parent

Jeanette Hough – Parent

Kevin Reid – Parent/carer

Julie Fearn – Countryside (Employer)

Group of Students – Phoenix Development Class

GB1 and QC Requirements: A Stable (structured) Careers Programme

Alt Bridge has provided up to date evidence for the BM1 criterion; this includes a comprehensive Careers Programme which is signed off by SLT and Governors. There is evidence of a budget for Careers and there are regular meetings with SLT and the link Governor for Careers. The Careers Leader updates staff on the programme on an annual basis and meets termly with Cluster Leads.

The Careers Programme has benefitted from an evaluation and monitoring process which has included the views of students, employers, teaching staff, and parents/carers. Whilst reviewing the Careers programme the Careers Team have taken account of trends in Destination Data, the needs of learners and what is happening in the Labour Market and links to transition. There is also evidence of Future Skills evaluation and collation to further inform the programme.

Evidence provided confirms the commitment to providing high quality CEIAG for the students: Provider Access Legislation is adhered to and the relevant policies: Careers and Equality and Diversity Policy are shared with staff and published on the school website along with information for students, teachers, employers, and parents/carers.

The Management Chart clearly outlines roles and responsibilities, demonstrating a coordinated approach to CEIAG

across the school. Margaret Eccleston is the link Governor with responsibility for Careers and is briefed by the SLT and Paula Beasley Careers Leader, on her responsibilities and how she can continue to support the school effectively. Has been sent the CEC Governor Guide. At the final assessment visit the assessor spoke to the Governor who confirmed that she meets regularly with Paula the Careers Lead and that the governors receive regular reports from Paula including destination reports– the Governor is committed to supporting the schools CEIAG programme and sees herself as a positive role model for students, bringing her own experience of overcoming barriers to establish a successful career. There is commitment for Careers from the Governors; they receive an annual report on Careers provision and destinations of pupils who have left the school (evidence provided in the portfolio). The SLT leader for Careers is John Reynolds who along with James Austin has completed Careers Leader Training with Teach First, John meets regularly with Careers Leader. Alt Bridge benefits from a fully qualified Careers Adviser, Paula Beasley, who holds a Level 6 guidance qualification and is a member of the CDI so ensures she keeps her CPD updated. Paula has also completed the Accredited Careers Leader training with Teach First. A management structure chart is available in the portfolio showing clear lines of accountability through to the SLT. Orla McDeid is a Higher-Level Teaching Assistant currently studying for a level 4 in Career with Career Connect with the plan to further support the team. Julie Jones is the Enterprise Coordinator based with LCR Careers Hub.

There are up to date and relevant CEIAG resources appropriate to the needs of the students including the use of JED, in Post 16 learners all appropriate students complete an employability qualification with Open Awards at entry level 3 and level one.

There is evidence of CPD for all staff involved in the delivery of CEIAG and there is evidence in the portfolio of a Training Needs Analysis and Training Log detailing which member of staff has received training and when. Staff also complete an Off Site proforma when students are taken out and this clearly states the Careers element of the visit.

Paula is currently supporting Cluster Leads and promotes the CEC Digital Hub and the My Journey, My Future resources. Paula has completed a recent Audit of Careers delivery across the curriculum and is committed to repeating this on an annual basis to further inform the Careers Programme review processes. Paula meets Cluster Leads on an individual basis to enable further targeted support.

All staff receive LMI sessions via assemblies for Years 8, 9, 10 and 11 and Post 16. There is evidence in the portfolio of careers lessons with clear learning objectives and outcomes, schemes of work are available in the evidence portfolio, these schemes of work are updated every year as part of the wider Careers Programme review processes. The CEIAG programme is mapped against the Gatsby benchmarks and the CDI framework.

Strengths:

The commitment from the Careers Team and Cluster Leads is evident, and there is dedicated support from the link Governor. CEIAG provision is well resourced and benefits from a regular review process to ensure that it is relevant and effective to the needs of all stakeholders.

Information is available for parents via the school website. There is also evidence of testimonials from employers from industry visits and events, Including the Careers Fair which demonstrate how learners have prepared well for activities and provides evidence of learner engagement. At the final assessment visit the assessor spoke to 3 parent/carers (2 x year 11 parents and 1 x year 10) who all confirmed that they receive information about careers from the school, they were aware of the Carers Fair and the students attendance at open days for the local colleges. The parents spoke positively about the children’s experiences at school; including attendance at induction days at college, receiving emails from school with information, using the schools website to carryout research and learning money management skills. All the parents felt their children had increased in confidence as a result of the careers input from the school.

From the evidence provided in the Quality in Careers Standard portfolio and the latest Compass SEF (10th July 2023) the assessor is confident that Alt Bridge School has fully achieved Gatsby benchmark 1.

SUGGESTED ACTION: no areas for development.

GB2: Learning from Careers and the Labour Market

The CEIAG programme provides clear evidence that the following areas are covered:

- *Personal Effectiveness*
- *Career Readiness*
- *Career exploration and development*
- *Employability and enterprise skills*
- *Career management*

The school has a comprehensive and inclusive CEIAG programme in place for all learners. They are a member of the Liverpool City Region Careers Hub and the Careers Leader attends regular inputs around the local labour market and the growth areas in the city region and is also an active member of the LCR SEND Community of Practice. The Careers Hub also provides resources to support the delivery of LMI linked Careers activities in school e.g. information on apprenticeships, supported internships. LCR BeMore portal provides a variety of LMI short films and support and there is a direct link on the website. The school has additional support from Knowsley LA via Sue Temple Fielding, the Preparing for Adulthood Employment Support Officer and has introduced Career Champions throughout the school. All staff receive annual CPD, and the careers programme is supported by a range of speakers both virtually and in person. There is an annual Careers Fair with representatives from local colleges, HE, Training Providers, and supported learning. At the final assessment the assessor spoke to 2 cluster leads who confirmed that they have received CPD and feel confident in delivering careers through the curriculum.

Students are also supported by a wide range of events including Options Information Event. All students have an EHCP and benefit from annual review meetings to discuss and confirm outcomes their next steps. Paula attends Y11,12 and 13 reviews. They all benefit from an individual Action plan to further support their own Careers research/pathways. Alt Bridge is fully compliant with Provider Access Legislation (January 2023), there is evidence of the wide range of visitors and providers.

Strengths: A comprehensive CEIAG programme which is regularly monitored (please also refer to the evidence of evaluation from students, teaching staff, employers, and parents/carers in the portfolio of evidence).

Students engage well with the JED programme and the range of CEIAG activities that the school provides; students are encouraged to use JED at home. The school are also further developing their alumni using past students to effectively engage with current learners and have set up a system to ask students to return to speak to learners. At the final assessment visit the assessor spoke to group of students about their experiences of careers and the activities they had taken part in.

From the evidence provided in the Quality in Careers Standard portfolio and the latest Compass SEF (10th July 2023) the assessor is confident that Alt Bridge school has fully achieved this benchmark.

SUGGESTED ACTION: No areas for development –Speak to Julie Jones to link with a new Enterprise Adviser when one becomes available to further enhance the employer links (Possibly STEM related).

GB3: Addressing the needs of each student:

There's a range of evidence to illustrate how you ensure the needs of all students are met; all students have EHCP review meetings and Action plans. Looking Forward project funded by Knowsley LA via Career Connect for Year 9's; students have been identified for this programme.

The Careers Leader provides access for Careers Guidance interviews for all students and students at risk of NEET are flagged to the Knowsley Advice and Guidance Team who work intensely with these learners (September Guarantee as evidenced in the portfolio). These students receive early access to one-to-one guidance support. Effective transition for

students on an individual basis, including arranging visits to learning providers and support for applications.

The school endeavour to raise the aspirations of all students; provider access is adhered to and there are students who are going on to level 3 courses and could potentially apply to university in the future.

Destination Data is used effectively to identify trends. (Much of this evidence is also available and cross referenced in BM2). Analysis helps tailor visits and attendance at the school events such as the Careers Fair. The Careers Aspiration Project helps support students to consider HE as a pathway.

The school as an up-to-date equality and diversity policy, and there are data sharing agreements to ensure relevant information on students is shared with partners and providers (as appropriate). All students have access to a fully qualified Careers Adviser for a one-to-one interview and are provided with a written record of the discussion/action plan.

Strengths: The Careers Team provides support for all students, the activities, and services they provide are very visible to students; their work is embedded in all support processes across the school. This includes attendance at review meetings for learners and their parents/carers. There is representation at Transition meetings from the LA.

From the evidence provided in the Quality in Careers Standard portfolio and the latest Compass SEF (10th July 2023) the assessor is confident that Alt Bridge has fully achieved Gatsby benchmark 3.

SUGGESTED ACTION: None.

GB 4: Linking curriculum learning to careers:

Paula is introducing the CEC My Journey; My Future curriculum resources into the Careers Programme from September 2023. This is evidenced in the portfolio. James Austin is the Cluster Lead for the Innovation and Discovery Curriculum is establishing links with All About STEM to involve STEM Ambassadors in STEM subjects. Alt Bridge also use employer encounters to challenge stereotyping and this part of the Careers curriculum. All curriculum staff receive CPD on the delivery of Careers via subjects and they have an input on LMI to ensure they are aware of the local opportunity structure and areas of growth. The LMI presentation is provided in the portfolio. At the final assessment visit the assessor spoke to the cluster leads for Art and Humanities who were able to show examples of how they embed Careers in to topics in the curriculum in each area.

Strengths: The curriculum audit has identified areas of good practice to further develop careers in the curriculum and the school uses a range of speakers and employer visits to support their subject teaching. There's good evidence of how careers are built into the curriculum subject areas and visual displays, for example: Careers in Music and Performing Arts provides learners with an insight into possible career pathways.

From the evidence provided in the Quality in Careers Standard portfolio, assessment meetings and the latest COMPASS SEF (10th July 2023) the assessor is confident that Alt Bridge school has fully achieved Gatsby benchmark 4.

SUGGESTED ACTION: Continue the Curriculum Audit process to further inform, share practice and identify any gaps.

GB 5: Encounters with Employers and Employees:

There is a wide range of multi media evidence in the portfolio to demonstrate that the school are meeting this benchmark with a range of employer and employee encounters included as part of the CEIAG programme throughout the school. The programme includes an annual Careers Fair for students in Year 8 onwards with a range of local employer representatives: e.g., Speed Meet the Employee had 10 businesses attending. The school has an enrichment programme for all Year 10 and 11 (with Enterprise activities and Duke of Edinburgh Award options). All students in Y7 and 8 complete an Enrichment Passport which includes a Graduation Ceremony. There is an option for students at KS4 to complete the Enrichment Passport; 68 students graduated this year. The Alumni network is being developed and students benefit from a wide range of visits to a range of sectors/employers.

As part of the external assessment visit, the External Assessor, Diane Sproson spoke to an employer (Julie Fearn) who

confirmed their effective engagement at school events. Julie confirmed that all events she had attended were well organised – she was always made to feel welcome by the school and she had been able to give feedback on her experience of working with the school at various events including; site visit – have a go at bricklaying, Dragons Den activity, and a breakfast event with the 6th form.

Diane spoke to a range of students who confirmed their attendance at a range of employer events including the Careers Fair and external employer events. Curriculum areas have careers and employer encounters built into them, in addition to employer visits and contact with positive role models and this will be further developed with new employer contacts.

Alt Bridge is an active members of the LCR Careers Hub and make use of the Give an Hour employer volunteer service to increase the number of employer/employee contacts.

Strengths: Alt Bridge has an effective relationship with employers and students engage well with employer encounter activities; this is evidenced in the portfolio. The school demonstrate their commitment to ensuring that a range of encounters are experienced by students.

From the evidence provided in the Quality in Careers Standard portfolio, assessment meetings and the latest COMPASS SEF (10th July 2023) the assessor is confident that Alt Bridge has fully achieved Gatsby benchmark 5.

SUGGESTED ACTION: No areas for development, Alt Bridge have provided evidence that shows students are prepared well to part in activities to ensure they get the maximum benefit from encounter employers.

GB 6: Experiences of the Workplace:

The school uses COMPASS + and have completed the Future Skills Questionnaire which feeds into further actions. The school provides a wide range of opportunities for students to take part in employer visits where possible. All experiences of the workplace are recorded and inform further developments. Every student has a record of their employer activity and Post 16 students work towards Open Awards entry level 3 Award and certificate in Employability and Professional Development. Internal workplaces are arranged for Year 12's and Year 13 have external placements. There is a copy of the Work Experience Dairy in the portfolio. Supported Internships will be further developed in the new academic year.

From the evidence provided in the Quality in Careers Standard portfolio, assessment meetings and the latest COMPASS SEF (10th July 2023) the assessor is confident that Alt Bridge school has fully achieved Gatsby benchmark 6.

SUGGESTED ACTION: No areas for development; continue to support students with introductions to local employers, networks etc. and further develop supported internship links. Strong links and evidence of Shakespeare North Playhouse, the Watch Factory, QVC, LIVV Housing etc.

GB 7: Encounters with Further and Higher Education:

Alt Bridge has a wide range of evidence to demonstrate that they are meeting this benchmark, they provide a range of local colleges and university visits and speakers that are part of the CEIAG programme. This includes the Careers Fair information, Hope University visits, ASK team visits and assemblies.

All students have EHCPs and are supported to visit local colleges and specialist provision where appropriate. The school has well established links to colleges and universities, and they provide access to speakers. The school also provides students with information about all pathways as appropriate as part of the CEIAG programme.

Strengths: All staff at Alt Bridge school help to raise the aspirations of all students and prepares them well for their future pathways.

From the evidence provided in the Quality in Careers Standard portfolio, assessment meetings and the latest COMPASS SEF (10th July 2023) the assessor is confident that Alt Bridge school has fully achieved Gatsby benchmark 7.

SUGGESTED ACTION: No areas for development. Continue to involve local colleges and universities in a range of activities to support the CEIAG programme.

GB 8: Personal Guidance:

The school benefits from a fully qualified level 6 Careers Guidance Adviser, Paula Beasley. Paula has achieved the accredited Careers Leader Training with Career Connect. Paula and the team, work with Julie Jones, the Enterprise Coordinator, from the LCR Careers Hub to introduce new initiatives into the school such as U Explore WEX headsets and additional funded programmes of support.

All students have a guidance interview with Paula and are provided with an individual Action Plan, student records are kept on COMPASS + and a Careers Guidance spreadsheet. There is a team to manage the coordination of the EHCP's. The Careers Leader takes an active role in the LCR Careers Hub and attends events and sharing of good practice meetings across the Hub. The EHCP review is person centred so allows students the opportunity to give feedback on their experiences to further inform the process.

Strengths: The Careers Team are committed to providing excellent CEIAG across the school. Paula and the team have developed effective, accessible, and embedded CEIAG for all students.

From the evidence provided in the Quality in Careers Standard portfolio, assessment meetings and the latest COMPASS SEF (10th July 2023) the assessor is confident that Alt Bridge has fully achieved Gatsby benchmark 8.

SUGGESTED ACTION: Continue to access any funded training via the Careers and Enterprise Company for the Careers Team.

Further Comments from Career Connect as a Licensed Awarding Body for the Quality in Careers Standard.

The school takes the delivery of comprehensive CEIAG seriously, there is clear commitment from SLT and Governors. Students are well supported and have access to an enriched programme that includes activities and experiences provided through a range of employers and FE, and HE encounters. The school continue to provide dedicated support to all students. The school is commitment to the provision of high quality CEIAG.

Signed: Kath Wyke

Career Connect Date: Monday 10th July 2023.

Final Assessment: Diane Sproson 20th September 2023

