



Pool Hayes
Academy



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The Key to Success

ACADEMY TRANSFORMATION TRUST

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

We believe every child matters and deserves a first class education. Our team knows first-hand how to make education better for schools, pupils and their teachers. For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life.

We set up ATT to make this vision a reality. As a not for profit trust, we work with our growing family of primary and secondary academies and further education providers in the Midlands, East of England and South East. Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

Find out more by visiting www.academytransformationtrust.co.uk

Our Vision

We have one core purpose:

To have the biggest positive impact in the varied communities we serve through ensuring top drawer education for our learners. #TransformingLives

How do we ensure this across our trust?

In all we do we are:

1. Ethical to the core, ensuring that education is always front and centre
2. Futures focused system leaders – never simply followers
3. Collaborative in every endeavour
4. Resolutely learner centred.

Education

We are:

1. Ruthlessly ambitious for all who learn and work with us
2. Unwaveringly inclusive – determined on eradicating barriers to educational success
3. Committed to excellent teaching
4. Determined upon academic excellence for all in our communities
5. Compassionate, ethical and caring advocates for all in our communities
6. Outwardly facing and globally conscious





Welcome to Pool Hayes Academy

DEAR PARENTS AND CARERS

I am delighted to welcome you to Pool Hayes Academy. As a parent, I place huge importance on high standards of education and care for my own children. As Principal, I set exactly the same high standards for your children. It is for this reason that we are proud to be one of the most improved secondary schools in Walsall.

At Pool Hayes Academy, our aim is to provide young people with the qualifications, skills and attributes to have a successful and happy life. We believe everyone has hidden potential to be uncovered and nurtured.

The academy offers a small, close knit community where children are safe, secure and supported to achieve the best outcomes possible. Our dedicated team of staff are friendly and professional, and thoroughly committed to the education and welfare of your child. Enhancements in the provision and use of modern technologies, along with facilities that are continually improving, allow us to further transform the learning of our young people.

Every member of the academy community is expected to treat others with a high level of respect. In order for our students to achieve their full potential, we have high expectations in terms of attendance, punctuality, uniform, behaviour and outcomes. Our drive for consistent high performance at both GCSE and A level will ensure that all Pool Hayes Academy's students are both happy and successful during their time here.

I look forward to meeting and working with you to ensure that your child receives the first class education they deserve.

Mrs Phillipa Harris
Principal

Exceptional Outcomes

Staff at Pool Hayes Academy are firm believers that excellent teaching is the foundation of excellent student progress. As such, we have a dedicated team of Lead Practitioners, teachers recognised as having excellent professional knowledge, who continue to be instrumental in improving outcomes for young people at the academy.

Staff at our academy prioritise high standards of education and we are proud of the first class learning experiences students receive. Moreover, we take pride in the vast programmes of continued professional development opportunities we offer our staff to ensure that everyone is highly trained in securing great outcomes for all our young people.

We are firm believers that, as leaders of learning, we also have a moral obligation to share best practice with other schools. As such, we work very closely with other academies within our Trust. This ensures that all of our staff receive, as well as deliver, excellent training. The additional support from colleagues within our family of academies further enhances our professional knowledge. Consequently, this leads to a great impact in the classroom on our students' learning, progress and overall outcomes.







Achievement for all

At Pool Hayes Academy, we value the talent, ability and achievement of each and every one of our students. We strive to provide the best learning environment for all of our Pool Hayes Learners so that each individual is equipped with the knowledge, skills and understanding required to develop into successful young people. We aim to develop our learners to be respectful and take risks, to be resilient in times of challenge and be reflective of their learning journey whilst a student at our academy.

Pool Hayes Academy is a popular choice within the local area with year on year increasing numbers. Our links to Primary Schools, the community and academy success makes us an academy that is often the number one choice for future students and parents. Here at the academy we have a range of fantastic learning environments

consisting of a large Sports Hall, Fitness Gymnasium, Dance and Drama studio as well as a fantastic Art and Design block, Engineering Workshops and Apple Mac computer suites. We are also proud to have a Learning Den and Sensory room designed for our SEND students where they have a safe and inclusive haven for them to socialise and be fully supported.

What makes us bespoke here at Pool Hayes Academy is our Sixth Form where many of our students complete their school journey here with us. We are proud to have a sixth form where our students continue to achieve in the areas of their choice, become mentors to our academy students and continue their education at university.

Due to the high standards, relentless focus on the quality of teaching and learning, SSAT trained and qualified Lead Practitioners teamed with exceptional wrap around care for our young people Pool Hayes Academy is an excellent place to learn in.





A photograph of two students in school uniforms sitting on concrete steps. The student on the left is a girl with her hair in a bun, wearing a black blazer, white shirt, and blue tie. She is holding a book with a green cover featuring a silhouette of a person. The student on the right is a boy with curly hair, wearing a black blazer, white shirt, and blue tie. He is holding a book with a dark cover featuring a green and blue design. Both students are looking down at their books. The background shows a brick wall and a blue metal railing.

Curriculum

Our curriculum is designed to cater for all students' needs. It helps students to flourish in whatever career pathway they choose to follow.

Our curriculum is one in which we address the physical, mental, spiritual, cultural and intellectual health of each student, in a joined up way. The nature of our broad and balanced curriculum means that students can explore a wide range of subjects, whilst developing key skills, knowledge and attributes that they will need in their future lives. We endeavour to provide a curriculum which encompasses aspects which are: aesthetic and creative, human and social, linguistic and literary, moral, physical, scientific and technological.

All students have the same entitlement to the full range of the school curriculum and we are committed to making this accessible to all our students, whatever age or ability. Support and extra provision are available for the most able students. For high potential students, this includes providing greater challenges in their learning and providing opportunities to demonstrate and develop their abilities. Pool Hayes Academy provides additional activities beyond the everyday timetable, such as participating in educational visits to more general opportunities like visiting universities to discover more about higher education life.

Pool Hayes Academy provides excellent focus provision for children with Autistic Spectrum Disorder. Students with Special Educational Needs are fully included in all aspects of academy life and they are encouraged to maximise their potential, both academically and socially. We also run a successful Learning Support Unit which has transformed the delivery of education to those students who have specific challenges and barriers to overcome.

At KS3 we develop our learners through a wide range of subjects helping them to build key skills and attributes. We want our learners to develop intellectually, creatively, reflectively and physically. In particular, we see KS3 as providing the building blocks towards a successful KS4 and beyond.

Independent learning skills are developed in order to ensure students are equipped for future challenges of university and the work place. To accompany this, we encourage employability skills and attributes to ensure all students are fully prepared for the world of work.

Post-16

Here at Pool Hayes Academy we are extremely proud of our thriving Sixth Form Centre as we have a wide range of courses from A-Levels to BTECs which provide appropriate pathways to all students. Whether you are looking to move onto university or start a higher level apprenticeship, Pool Hayes Academy Sixth Form will cater for all of your needs.

Pool Hayes Academy ensures that students are fully prepared for the world of work. Throughout the two-year journey, there is an extensive extra-curricular programme which includes links with employers and higher education providers. Employability is also strengthened through a work experience placement in Year 12 with one of our professional partners.

The academy also hosts a range of professional lectures presented by motivational speakers that provide students with a deep insight into potential pathways after Post 16 study.

We are very proud that in our OFSTED inspection, Leadership, teaching and outcomes in the sixth form were found to be a strength of the school and the 16-19 study programmes were judged to be 'Good'. This externally validates the high quality learning experience that all Post 16 students receive at Pool Hayes Academy.

As a consequence, in recent years, all of the Post 16 students have gone on to education, employment or training due to the effective careers advice and quality guidance given in addition to a tenacious focus on teaching and pastoral care.







The academy offers a rich range of extra-curricular activities that extend beyond timetabled lessons. These include clubs, educational visits, a programme of guest speakers and visits to universities and employers to promote the sense of aspiration.



Enrichment

Our regular and systematic additional learning experiences, including holiday classes and booster sessions help to raise aspirations, foster ambition and provide direction at crucial times in a student's studies. An extensive programme of educational journeys, residential trips, in Britain and abroad, are organised each year.

Students are encouraged to participate in a wide range of extra-curricular activities which are a vital ingredient in their development. The voluntary giving of free time by

both staff and students produces a friendly atmosphere of mutual respect. These valuable activities are available to all students and the only qualifications needed are enthusiasm and a willingness to contribute regularly. In addition to this, there is a varied menu of enrichment activities on offer to all students. These include a range of activities, including the prestigious Duke of Edinburgh award. All students are encouraged to develop an interest and participate in the wide range of activities available.

Exceptional care within a 'Family Academy'

The way in which we nurture and care for our young people is intrinsic to their success. Highly effective systems support achievement, self-belief and inspiration.

At Pool Hayes Academy we have a welfare system led by a team of highly skilled Year Leaders, each responsible for a year group and are specialists in pastoral care. Priority is focused around support, care and ensuring our young people have a platform to learn and succeed.

Students are supported with personal challenges by the welfare team and professional partners where necessary. Our young people are assured and confident in the knowledge that well managed problems will not stand in the way of their future success and wherever possible learning is never compromised.

Pool Hayes Academy offers an environment where students feel warmly supported and valued. Personal strengths are developed by praise and encouragement, not pressure. We pride ourselves on positive parental engagement and parents and carers are included in all aspects of education and welfare.

Professional partners have a place within our academy and students soon become familiar with our academy police officers, school nurse, inclusion support and children's services. We continue to develop a bank of support services for students, parents and staff to access and engage with during difficult times.

We promote an ethos of kindness and humility where young people are encouraged to support each other and contribute to a safe and happy environment.





Parent Voice

A strong partnership between parents, carers and our staff is paramount to our success and achievements and those of your child. We encourage the active involvement of parents and carers in all aspects of academy life in order to raise aspirations, promote ambition and applaud success at all levels.

We encourage all parents and carers to follow our social media sites: Twitter and Instagram, using our address @PoolHayesAcad. We also communicate with parents using our parental engagement app 'Class Charts'.





Careers

A robust careers programme involves students across both key stages. Inspiring all students is key to positive attitudes to learning and success.

All students at Pool Hayes Academy have the opportunity to engage in work related learning experiences. University visits and apprenticeship information events will be available to support the decision making process for our young people.

Our careers team work to ensure our young people have access to an outstanding careers programme. They also support our application to be a careers hub academy and to achieve careers charter mark. We are fully committed to Gatsby Career Benchmarks, enabling us to provide world class career guidance for our students.



Mental Health

In the current climate of mental health awareness and the need for more resources we're proud to announce the launch of our mental health and well-being initiative.

Identifying and supporting young people with mental health issues, promoting emotional health and wellbeing is a priority.

Some members of our team hold a mental health and wellbeing qualification. A school counselling service is also available for scheduled and drop in sessions for all students.

Community

We have an 'open door' policy and welcome collaboration with our community, including local and national employers.

We are proactive in choosing our partners in order to provide our students with high quality services. Whether it is our determination to keep our community free from litter, charity work, providing festive cheer or delivering hampers for those in need. Pool Hayes Academy is passionate about our charitable and community work.






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