

Pool Hayes Academy

Careers Strategy and Rationale:

Pool Hayes Academy's aim is to prepare our students for future success in their education, training or employment pathways. Careers and aspirations advice is fundamental to the work we do within the Academy. We believe in every student and their parents having access to a wide range of quality information and support in order to help them to access their next steps.

We use the Gatsby Benchmarks to develop and improve our careers provision and enable a range of education and training providers to speak to our students in Y7-13. We aim to provide unbiased information about their potential next steps and high quality careers guidance throughout their time with us. The school provides a wide range of meaningful opportunities for students to engage with employers and businesses within the world of work. We are proud of our strong relationships with numerous universities, training providers, colleges and employers who work with our students to help to raise aspirations and understand the pathways available to them.

We hold the Quality in Careers standard awarded by Prospects and have also been awarded the national quality award at Gold level.



Pool Hayes -
Gold.pdf



Pool Hayes
Academy QiCS Final

The Quality in Careers Standard is the national quality award for careers education, information, advice and guidance (CEIAG) in schools, colleges and work-based learning. It is fully aligned with the Gatsby Benchmarks for 'Good Career Guidance' and fully complies with the Department for Education's 'statutory guidance'.

Delivery and Content

Careers Information and Guidance is provided through PHL lessons and assemblies along with group workshops, STEM and enterprise events, individual interviews, college and university visits and presentations from Apprentices, employees and employers. An independent Careers Advisor attends the school at key times throughout the academic year to provide individual advice and guidance to students. All careers advice and guidance given is person centred, impartial, unbiased and confidential (within legal confines) and meets professional standards of practice. During arranged events including 'Parents evenings', 'Open evenings' and 'Options evenings' and 'Careers Fair', careers information and advice is made available to students, parents and carers.

The careers area within the library is stocked with key publications and is easily accessible to students and staff. The careers co-ordinator is on hand for help and advice. All notice boards and materials are updated regularly to ensure information is up-to-date, accurate and relevant to students' requirements.

Work Related Learning

Pool Hayes Academy recognises the unique role that work related learning can have in helping young people develop employability skills and the value that employers place on this when they are assessing young people for employment. We try to provide WRL through workshops, work visits, work shadowing and for Y10 work experience (new for 2022).