

Pool Hayes Academy

Measuring the impact of the career's curriculum.

How the School measures & assesses the impact of the careers programme on pupils

[Sept 2025-26]

- The school is using the 'Compass evaluation tool' to assess ongoing progress in relation to the eight Gatsby Benchmarks.
- The school has regular meetings with the CEC to monitor and implement strategies to improve the Gatsby benchmarks.
- The school has a 'Careers Programme' in place to outline the events and activities being planned in relation to this year's priorities and the eight Gatsby Benchmarks.
- The 'Careers Programme' is reviewed termly.

The following steps are in place to evaluate the effectiveness of its careers programme each year.

- The evaluation cycle involves:
 - Review of the objectives of the programme with a focus on outcomes for learners & assessing if the objectives have been met
 - Focus on the delivery of the programme and evidence of impact on pupils
 - Using feedback from staff and students in adapting the programme to continuously improve it so it meets the objectives
 - Monitor the extent to which incorporating information and links into curriculum affects the uptake of subjects at GCSE and Post 16
 - Review of how the information is passed onto students and parents

The evaluation also involves looking at a range of evidence such as:

- attainment
- progress
- options pathways
- Monitor student's progression onto Post 18 destinations
- Monitor the destination breakdown Post 16 e.g. Sixth form, College or apprenticeship.

- Overall destinations data- majority of students have a secure destination -low NEET figures- possible NEETs given extra support
- feedback from students e.g. their understanding of different careers and pathways Feedback from stakeholders includes:
 - Students
 - parents/carers
 - teachers
 - governors
 - employers

An outline of the evaluation schedule is as follows:

- Are we making the best use of the resources we have allocated for careers work? (Termly)
- Are the timings of interventions, events and activities appropriate and effective?
- Review effectiveness of different guidance interventions, e.g. one-to one Connexions interviews, informal Career chats, small group work, drop-in sessions.
- Evaluation of University visits and talks.
- The effectiveness of the Year 9 options process- students making choices related to career aspirations.
- The learning outcomes and grades achieved at the end of KS3 & KS4
- How well are students succeeding in taking the next steps in their education, training or employment that are 'right for them'?
- Destination choices Post 16 e.g. CCIS report for school and Walsall area comparison.
- Destination choices Post 18. % progression to HE, apprenticeships or work

The school's next review of the Careers Programme information: Sept 2026.