

Careers Policy

Hall Cross Academy

Author/Owner	Tia Hughes, Careers Coordinator
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Approved By	Local Governing Body
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Summary of Changes from Previous Version

Version	Date	Author	Summary of Updates
1	28/05/2020		N/A
2	11/08/2022		Updated Senior Lead - TBC via Governors
3	10/08/2023		Updated SLT & Governor
4	13/02/2025		Updated email address. Change from using Start to Unifrog – Policy and Controls. Removal of collaborative group and replaced with Career Intents. Vision, Value and Responsibilities for the Careers Coordinator.
5	16/12/2025		Changed Careers Coordinator details to T Hughes.
6	22/09/2026		Transferred onto a new template.

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Introduction:

Hall Cross Academy recognises the importance of effective impartial careers information, advice and guidance for all students at the academy. Effective IAG equips students with the knowledge and skills to make informed decisions about future pathways in education and beyond. In addition, effective IAG can improve educational attainment through setting goals and raising aspirations.

Hall Cross Academy careers service aims to maintain 100% of all 8 Gatsby Benchmarks as well as continuing to develop the provision we offer. We aim to ensure we develop our employer links and manage arrangements for employers to access our careers programme to engage and educate students on their career opportunities. Employers can arrange access to the school via t.hughes@hallcross.elp.org.uk.

The careers programme is aimed at meeting/maintaining all 8 Gatsby Benchmarks. This document is published on the school website and approved by a school governor and the Senior Leadership Team.

Hall Cross Academy works closely with Doncaster Careers and Enterprise Team, the Local Authority and the school Enterprise Advisor in order to continue our development of the careers provision.

Policy Aims:

The aim of the career provision at Hall Cross Academy is to ensure all students are able to receive impartial and effective IAG and receive equal opportunities. The academy aims to achieve this by continuing to work, maintain and develop all 8 Gatsby Benchmarks.

The purpose for careers is to enable students to make the most informed decision about their future choices, enabling students to make informed decisions about their curriculum options during transition between key stages.

Meeting the Gatsby Benchmarks is vital however Hall Cross does not restrict opportunities that don't fall into these areas and therefore publish both our careers programme and career activities that take place throughout the academic year.

Another key aim is ensuring that on leaving Hall Cross Academy all students have achieved a place at either a Further Education provision, Higher Education, an apprenticeship, employment or training.

Policy Scope:

For the purpose of this policy, IAG refers to any situation where a student is provided with impartial information, advice or guidance about future educational or employment pathways. This could take the form of a lesson planned as part of the formal curriculum, a drop-down day, an assembly delivered by a local employer, or a formal meeting between the Academy's Careers Coordinator and a student.

This policy details the aims of the academy in relation to outcomes for our students and the key themes that inform those aims.

The policy details the structure and remit of the Hall Cross Careers team.

This policy is applied to and aimed at various parties, firstly and most importantly the students of Hall Cross Academy and their parents.

The policy applies to external organisations ranging from further and higher education provisions to employers and allowing them to access the school to engage with students.

Finally, the policy applies to staff at Hall Cross Academy to review the aims of the career provision and what we are aiming to achieve. It is particularly important in reference to Gatsby Benchmark 4 'Linking curriculum learning to careers'.

Policy/Controls

Since the new statutory guidance was implemented in October 2018 the main aim has been to focus on working towards achieving all 8 Gatsby Benchmarks. The academy however also recognises that additional opportunities to the benchmarks are as valuable.

The Careers programme has been created in line with statutory requirements and has been created to demonstrate and evidence all career activities available to each student in each year group. In addition, we ensure all students have an account with Unifrog in order to log all career and enterprise activities, as well as using their useful resources.

There are a variety of activities that take place throughout the school and within departments which are not included in the Careers Programme as they are not for all students and are delivered based on our requirement of meeting students' individual needs. Therefore, we have a live document on the school website for 'All School Activities' so parents can still view the opportunities we host.

Equal opportunities:

Hall Cross Academy promotes equal opportunities and uses every opportunity to challenge stereotypes and to raise aspirations. The Hall Cross careers provision therefore promotes careers and pathways based on individual student aspiration.

Themes:

Hall Cross Careers centers around three core themes of Aspiration, Achievement and Adventure. All three themes inform our approach at all key stages.

- Aspiration – we aim to inspire students through IAG, fostering ambition and broadening horizons.
- Achievement – we aim to communicate that educational attainment is vital in order for students to reach their full potential in terms of career pathway.
- Adventure – we aim to provide students with meaningful careers experiences within and beyond the classroom, including work experience, relevant visits and talks from various professionals.

Vision and Values:

Hall Cross Academy's vision and values is for students to enjoy excellence every day. We aim to achieve this for careers via each subject department and embedding curriculum learning to careers, this is documented in departments Career Intents whereby you can see what career activity each department is delivering.

CARE (Community, Achievement, Respect and Equality)

Our career provision follows these values and aims to ensure we meet students' individual needs. Each student is an individual with their own personal goals and we take time and care to respect their views and provide them with the best advice and guidance. Our career programme ensures all students from each year group are given equal opportunities. In addition to the careers programme we do offer additional activities that meet students' particular interests.

Key Outcome:

A key outcome for Hall Cross Careers is ensuring that on leaving Hall Cross all students have achieved either further education, higher education, apprenticeship, employment or training.

Hall Cross measures the impact of their careers programme via feedback from students, parents and staff, using this information to continue to develop the careers provision. We also use destination data to evaluate the effect students' career experiences have had on their progression once they have left the academy.

Responsible staff – The Careers Team:Senior leader

Senior leader is responsible for overseeing the careers provision at Hall Cross Academy and ensuring we are working towards meeting all 8 Gatsby Benchmarks.

Careers Lead: Miss T Hughes - t.hughes@hallcross.elp.org.uk

Careers Coordinator – Miss T Hughes

Responsible for the planning and delivery of IAG via drop down days and career events.

Ensures that across all key stages, students are given a range of opportunities to engage with IAG. The careers coordinator will evaluate the impact of the IAG curriculum and will ensure that the career provision continually improves.

Oversees the Career Intent documents from departments, ensure there is continuity across each department in embedding careers in the curriculum.

Provide support to departments as well as guidance as to where we should be in regards to careers and what the students should be receiving.

The careers coordinator is a Level 6 qualified Careers Advisor and provides impartial information advice and guidance across all three stages. Advice and guidance offered will always reflect the best interests of the student.

Teaching staff and pastoral managers refer students to the career's coordinator for an appointment or students can self-refer. Teaching staff and pastoral managers are aware that students can benefit hugely from timely intervention from the career's coordinator.

The careers coordinator will continue to develop the career activities and educational opportunities beyond the classroom.

Continue to work with teaching staff at the academy to develop linking curriculum learning to careers and providing CPD on how to use Unifrog.

Continue to develop strong links with employers and develop their engagement in school activities.

Maintain and develop relationships with other educational providers such colleges and universities.

Students are supported and encouraged to take part in activities outside of school that will help develop students' confidence, motivation and aspirations. Hall Cross Careers will continue to make students aware of such possibilities; university summer schools, insight weeks and opportunities with NCS.

Continue to work closely with the local authority.

Developing the work experience opportunities for students.

Responsible for student's destinations once they have left Hall Cross Academy.

Consultation

The focus of this policy is aimed at students so we can ensure we are preparing them in the best way for their future. Their evaluations from career activities allow a focus and guidance on what they find most beneficial and engaging.

The Department of Education published new guidance in October 2018 introducing the Eight Gatsby Benchmarks. This has been used to support the careers policy and ensure we are implementing all measures required.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748474/181008_schools_statutory_guidance_final.pdf

Furthermore, the Careers Policy has been consulted with Senior Lead.

Sources and References

Statutory Guidance from the Department of Education:

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers_.pdf

Policy Review and Development

This policy will be reviewed annually by the Careers Coordinator, Senior Lead and School Governor.