

THE HAYLING COLLEGE

Your Future at Hayling

Careers Education, Information, Advice and Guidance

Parent, Pupil, Employer and Provider Guide • 2026–27

DISCOVER → EXPLORE → CONNECT → EXPERIENCE → PROGRESS

Happy • Healthy • High Performing

Our careers promise

At The Hayling College, careers education is part of Personal Development and part of the curriculum. It is not a single event in Year 11. From Year 7 onwards, pupils are helped to understand themselves, discover opportunities, connect learning to the world of work, experience workplaces and make informed, ambitious decisions about their next steps.

Our aim is that every pupil leaves The Hayling College with the knowledge, confidence, experiences and guidance needed to move successfully into further education, training, an apprenticeship or employment — and with the understanding that career development continues throughout life.

- A broad and impartial understanding of academic, technical and vocational routes.
- Career and labour market information that helps pupils make informed decisions.
- Meaningful encounters with employers, employees and education/training providers.
- First-hand experiences of workplaces.
- Personal guidance appropriate to pupils' needs and transition points.
- Support to challenge stereotypes, raise aspirations and remove barriers to opportunity.

The Gatsby Benchmarks

Our programme is structured around the eight updated Gatsby Benchmarks and current Department for Education statutory guidance. The updated framework places careers at the heart of education and leadership and strengthens inclusion, meaningful encounters, use of data and engagement with parents and carers.

- 1. A stable careers programme
- 2. Learning from career and labour market information
- 3. Addressing the needs of each young person
- 4. Linking curriculum learning to careers
- 5. Encounters with employers and employees
- 6. Experiences of workplaces
- 7. Encounters with further and higher education
- 8. Personal guidance

Leadership, governance and review

The programme is led by the Assistant Headteacher responsible for Careers/Personal Development, with strategic oversight from governors. It is reviewed against the Gatsby Benchmarks and informed by pupil voice, participation, destinations and feedback.

- Careers Lead: Ms Helen Cox, Assistant Headteacher
- General contact: admin@hayling.hants.sch.uk
- Telephone: 023 9246 6241
- Programme review: annually, with ongoing evaluation during the year

The Hayling Careers Journey: Year 7 to Year 11

Our careers programme is progressive. Experiences become increasingly personalised as pupils move towards key decisions and post-16 transition.

Year 7 – DISCOVER

Who am I and what possibilities are out there?

- Begin the Unifrog journey and explore interests, strengths and aspirations.
- Learn about jobs, sectors, routes and employability.
- Encounter careers through subjects, tutor time and whole-school activity.
- Take part in Careers Week and Green Careers Week.

Year 8 – EXPLORE

What interests me and how do people build careers?

- Continue Unifrog and career exploration.
- Explore sectors, employability skills and different career stories.
- Challenge stereotypes and broaden aspirations.
- Take part in Careers Week, Green Careers Week and Creative Careers activity.

Year 9 – CONNECT

How do my choices connect to future pathways?

- Use careers information to support informed option choices.
- Understand academic, technical and vocational routes.
- Meet employers, colleges and training providers.
- Use Unifrog and labour market information to investigate pathways.

Year 10 – EXPERIENCE

What is the workplace really like and what do employers value?

- Prepare for and undertake meaningful workplace experience.
- Take part in employer/provider encounters and college taster opportunities.
- Develop CV, application, interview and workplace behaviours.
- Explore post-16 routes, apprenticeships and technical education.

Year 11 – PROGRESS

What is my best next step and how do I secure it?

- Receive support with post-16 choices and applications.
- Access college, apprenticeship and training-provider encounters.
- Participate in interview preparation and personal guidance.
- Use Unifrog and destination conversations to refine and record plans.

Careers through the curriculum

Careers education belongs across the whole College. PSHCE includes planned careers and work-related learning, while subject teachers help pupils understand how subject knowledge, skills and habits connect to further study, employment and the wider world.

Current DfE guidance expects careers to sit at the heart of education and leadership. Our aim is for pupils to hear authentic careers connections in everyday curriculum learning, not only during careers events.

- English: communication, analysis, persuasion and careers in media, law, education and public life.
- Mathematics: numeracy, data, finance, problem solving and STEM/business routes.
- Science & Computer Science: healthcare, engineering, environment, technology, data and cybersecurity.
- Humanities: evidence, global awareness, sustainability, planning, law and public service.
- MFL: communication, culture and international pathways.
- Creative & Performing Arts: design, production, performance and creative industries.
- Health & Wellbeing: sport, health, care, leadership, teamwork and preparation for adult life.

Unifrog: building a personal careers record

Unifrog supports pupils to explore careers, courses and pathways, reflect on their interests and skills, and build a record of their career development.

Recent governor monitoring found strong engagement: 990 career-guidance interactions were recorded between March 2025 and March 2026; around 86% of Year 10 and Year 11 pupils logged in, and more than 95% of logged-in pupils were actively building their profiles.

We use digital records alongside conversations, encounters and personal guidance so that pupils become increasingly informed and independent decision-makers.

National Careers Week

The Hayling College takes part in National Careers Week, the annual national celebration of careers guidance and free careers resources in education. It provides a focus for pupils to explore future pathways and connect education with employment and further learning.

In 2026, National Careers Week ran from 2–7 March. At Hayling, pupils explored careers through assemblies, tutor time and lessons. We will continue using the week as a whole-school moment in which faculties make careers links visible and pupils encounter people, pathways and opportunities beyond their immediate experience.

- Use national resources and virtual careers content to broaden exposure to occupations.
- Use alumni, staff, employers and providers to make career stories authentic.
- Challenge stereotypes and raise aspirations.
- Provide resources for parents and carers so conversations continue at home.
- Link learning to Unifrog so pupils can record and reflect on what they discover.

Green Careers Week

Green Careers Week helps pupils understand that green careers are not limited to one environmental sector. Sustainability, biodiversity, clean energy and responsible business are changing jobs across engineering, construction, transport, finance, technology, food, land management, science and many other industries.

Hayling already uses Green Careers Week as part of the careers entitlement. In November 2025 pupils explored what makes a career 'green'. College House assemblies promoted aspiration, diversity, the challenging of stereotypes and the development of green skills. Our island and coastal context gives this strand particular relevance.

- Explore green roles in familiar and less-visible sectors.
- Connect sustainability in subjects to real occupations and local/regional opportunities.
- Use employer case studies, webinars and curriculum-linked Green Careers Week resources.
- Identify transferable green skills such as problem solving, communication, data use and creativity.
- Show that academic, technical and apprenticeship routes can all lead to sustainable careers.

National Apprenticeship Week

National Apprenticeship Week helps ensure pupils understand apprenticeships as a high-quality route combining employment, training and qualifications. Apprenticeships and technical education are presented impartially alongside sixth-form, college and other post-16 options.

Employers, alumni and the world of work

Meaningful encounters help pupils understand what work is really like, what employers value and how people arrive at different careers. Recent provision includes talks from former Hayling pupils, members of support staff sharing their previous careers, and a Careers Fair for Years 9, 10 and 11 involving employers and local colleges.

We welcome employers and industry professionals who can offer talks, workplace encounters, curriculum projects, careers-fair participation, work experience or insight into a sector. Please contact the Careers Lead via admin@hayling.hants.sch.uk.

Work experience and workplace experiences

First-hand workplace experience is central to career readiness. Current DfE guidance says every pupil should have meaningful experiences of workplaces by age 16. Government policy is developing towards an ambition of two weeks' worth of work experience across Key Stages 3 and 4, using multiple, targeted and varied experiences where appropriate.

Hayling's 2026 Year 10 work-experience programme ran from 6–17 July. As our programme develops, we will continue to build progressive workplace experiences that are employer-led, active, purposeful and linked to clear learning outcomes.

- Preparation before the experience: expectations, safety, communication and personal goals.
- Active participation and two-way interaction with employers.
- Reflection afterwards: what pupils learned about the sector, themselves and next steps.
- Targeted support so disadvantage, SEND or limited family networks do not restrict access.

Further education, technical routes and apprenticeships

Pupils must be able to compare the full range of routes impartially. The College provides encounters with local colleges and training providers, college assemblies and taster opportunities, apprenticeship information, application support and information about open events.

All pupils in Years 7–11 are entitled to find out about technical education qualifications and apprenticeship opportunities, hear from a range of local providers and understand how to apply for the full range of academic and technical courses.

Personal guidance, inclusion and aspiration

Pupils have different aspirations, circumstances and guidance needs. Careers support is therefore progressively personalised. We aim to identify pupils who may need additional encouragement, information or access to experiences, including disadvantaged pupils, pupils with SEND and pupils whose family networks may offer fewer links to particular professions or sectors.

- Challenge stereotypes and avoid limiting assumptions about gender, background, SEND or prior attainment.
- Use pupil information and career records to tailor support.
- Provide personal guidance at key transition points and where individual need indicates it.
- Ensure pupils understand how to access advice and further support.
- Track intended and actual destinations to evaluate successful progression.

Parents and carers: partners in careers

Parents and carers are among the strongest influences on young people's career decisions. We want families to understand the modern range of routes and feel confident discussing them.

- Discuss interests, strengths and emerging aspirations without expecting one fixed career.
- Use Unifrog and College information to explore routes together.
- Attend post-16 open events and ask about entry requirements, course content and destinations.
- Explore apprenticeships and technical routes alongside A levels and college courses.
- Use labour market information to understand growing sectors and skills.
- Look out for careers information in weekly bulletins, the website and College communications.

Provider access and impartiality

Providers wishing to request access should contact Ms Helen Cox, Assistant Headteacher, via admin@hayling.hants.sch.uk. The College's published provider-access arrangements support pupils' entitlement to hear impartially about technical education, apprenticeships and the full range of post-16 routes.

How we know our careers programme is making a difference

A strong careers programme is judged by impact, not by the number of events alone. We therefore evaluate both participation and what pupils learn from their experiences.

- Progress against all eight Gatsby Benchmarks, reviewed termly using appropriate Careers & Enterprise Company tools.
- Pupil voice: whether pupils know their options, feel informed and can explain their next steps.
- Participation in employer, provider, workplace and careers experiences, including analysis by pupil group.
- Unifrog engagement and the quality of pupils' career records and reflections.
- Personal-guidance records and follow-up actions.
- Post-16 applications, intended destinations and sustained destination information.
- Feedback from parents, staff, employers, providers and careers advisers.
- Curriculum review: how effectively subjects connect learning to careers.

2026–27 priorities

Recent governor monitoring recognised careers as a strength within Personal Development. Our next stage is to make the five-year entitlement and its impact increasingly visible and systematic.

- Publish a clear Year 7–11 careers programme with intended learning outcomes.
- Embed the updated Gatsby Benchmarks across leadership, curriculum and Personal Development.
- Strengthen subject-level careers links and employer engagement.
- Develop progressive workplace experiences in response to the government's modern work-experience direction.
- Increase and evaluate parent/carer engagement.
- Continue strong National Careers Week, Green Careers Week and National Apprenticeship Week provision.
- Use Unifrog, Compass+/Gatsby review, pupil voice and destination information to evaluate impact.
- Ensure disadvantaged pupils and pupils with SEND benefit equitably from encounters, experiences and guidance.

Useful national resources

These resources can support pupils and families between College careers activities.

- National Careers Week – free careers resources and virtual careers content.
- Green Careers Week – green careers, employer case studies and sector resources.
- Gatsby Benchmarks – the national framework for good careers guidance.
- National Careers Service – careers information, skills and course guidance.
- Apprenticeships – government information about apprenticeship routes and vacancies.
- Unifrog – pupils' College careers platform.

Contact us

For careers questions, employer involvement, provider access or support with next steps, please contact:

The Hayling College, Church Road, Hayling Island, Hampshire, PO11 0NU

Telephone: 023 9246 6241

Email: admin@hayling.hants.sch.uk

Careers Lead: Ms Helen Cox, Assistant Headteacher

Evidence and guidance used to prepare this guide

This 2026–27 guide has been refreshed using The Hayling College's current Careers webpage and Careers Learning Journey, the College's Personal Development strategy and governor monitoring evidence, College newsletters/bulletins, current DfE statutory careers guidance (updated June 2026), the updated Gatsby Benchmarks, National Careers Week and Green Careers Week resources, and comparison with established school careers models including The Petersfield School.

Quality assurance note: dates for future national campaign weeks, local open events and named external providers should be updated on the live website as they are confirmed.