

Gatsby Benchmarks – Evaluation (Dec 2025)

*These scores are now based on the updated new Gatsby 2025 benchmarks and statutory guidance. Therefore, comparison with previous Compass scores (*July 2025) are not relevant but included for information purposes. As a result, there are no national comparison statistics for each benchmark in existence currently.

Below are the targets to work towards achieving 100% in each of the 8 benchmarks.

1. Benchmark 1: A stable careers programme

Compass evaluation: 92% (previous July 2025: 100%)

- Careers Leader training- CCR to investigate the Level 6 qualification for Careers Leaders through the CEC. There is currently a waiting list for this training

2. Benchmark 2: Learning from career and labour market information

Compass evaluation: 95% (previous July 2025: 100%)

- Increasing student access to LMI through PSHE and the curriculum in order for them to directly link this to informing next steps and study options

3. Benchmark 3: Addressing the needs of each pupil

Compass evaluation: 100% (previous July 2025: 100%)

- To continue to target increasing numbers of SEND and PP students for enrichment sessions and ensure inclusion is at the heart of provision so it is targeted and focused on need
- To log all careers activities onto Compass+ to enable better tracking and monitoring of activities across the school and to better address gaps in provision

4. Benchmark 4: Linking curriculum learning to careers

Compass evaluation: 100% (previous July 2025: 100%)

- To carry out student voice work on the visibility of careers education in the curriculum

5. Benchmark 5: Encounters with employees and employers

Compass evaluation: 100% (previous July 2025: 100%)

- To ensure we continue to meet our target of PAL encounters for each phase (1: Y8/9, 2: Y10/11) for this academic year

6. Benchmark 6: Experiences of workplaces

Compass evaluation: 87% (previous July 2025: 100%)

- To investigate further opportunities for increased involvement with local businesses for target groups within each year group cohort
- To ensure a system of wex reflection occurs within the school curriculum following the wex week in June (Y10)
- To investigate ways of employers providing individual student feedback on wex placements in Y10

7. Benchmark 7: Encounters with Further and Higher education

Compass evaluation: 81% (previous July 2025: 75%)

- To increase student access to university information – HEON network membership to increase opportunities
- To utilise newly created CEC list of ITPs to increase student exposure to different pathways and qualifications

8. Benchmark 8: Personal Guidance

Compass evaluation: 100% (previous July 2025: 100%)

- To review and identify options and opportunities for those absent/PA students to access careers support and guidance interviews