

Compass Self-Assessment

2025/26

New Compass Questions

Quality: continuous improvement, raising standards and closing gaps

Consistency: BMs remain the same (themes)

Goalposts have changed: Recalibration / reset

- 94 questions up from 44 (will get quicker)
- Granular scoring
 - All (100%)
 - Almost all (91-99%)
 - Majority (76-90%) – will still achieve the BM

Increased scrutiny: ensuring programmes are supporting all young people and all stakeholders are involved





It is not possible to achieve these BMs in isolation; responsibilities need to be distributed.

The Internal Leadership Review is the mechanism to achieve this:

- Engages SLT and governors in careers promoting sustainable and strategic careers leadership
- Aligns careers to school/college improvement through distributed leadership, careers can be positioned as a driver for overall institutional improvement
- Embeds best practice drives meaningful and sustained achievement of the Gatsby Benchmarks
- Celebrates success recognises strengths and the impact of careers leadership
- Sustains quality & impact supports internal quality assurance and impact evaluation, ensuring continuous improvement in careers leadership

Five key themes



Careers at the heart of education and leadership



Inclusion and impact for each and every young person



Meaningful and varied encounters and experiences



Focusing on the use of information and data



Engagement of parents and carers

This isn't something to worry about, it creates a real opportunity for you and our region.

- Shared understanding of what good looks like
 - Demonstrates your areas of amazing practise
 - Helps us to better match institutions together for peer support
- Support you to continue to drive for meaningfulness in all your activities
- Increased focus on wider education workforce, it recognises you can't do this in isolation
- Increased granularity of data helps you to reach ALL young people
- Opportunities for better triangulation of data within your institution

When completing, remember, this is the **baseline for the next 10 years** so be as honest as possible.

- It will help you make a better short-, medium- and long-term Careers Education plan
- It will help us make a better plan for how we support you



Task

We are here to help!

Thank you