



### **Compass questions**

Compass helps you understand how your school's career education and guidance compares to best practice. You can identify strengths and discover areas for improvement.

To get the best results, you will need to know details of student numbers in your year groups, and it is a good idea to talk to colleagues involved in careers.

This offline version of the tool can help you to gather the information you need – the online tool also allows you to save an evaluation and return to it later.

The tool is free to use and is jointly funded by [The Careers & Enterprise Company](#) and the Gatsby Charitable Foundation.

The questions and results are based on the [Gatsby Good Career Guidance Benchmarks](#).

## **Introduction – Your school**

### **Is this the school you're evaluating now?**

Choose and confirm your school from the list.

### **Select your job title**

Select your job title from a list, or enter manually.

### **Which year groups attend your school?**

- Below year 6      Enter pupil numbers
- Year 6            Enter pupil numbers
- Year 7            Enter pupil numbers
- Year 8            Enter pupil numbers
- Year 9            Enter pupil numbers
- Year 10           Enter pupil numbers
- Year 11           Enter pupil numbers
- Year 12           Enter pupil numbers
- Year 13           Enter pupil numbers

## **Benchmark 1 – Stable careers programme**

These questions are about the Gatsby benchmark for a 'stable careers programme'.

*Schools and colleges should have an established programme of careers education and guidance that is known and understood by students, parents, teachers, governors and employers.*

### **1.1 Does your school have a careers programme that:**

Is written down?	Yes   No   Don't know
Is approved by the board of governors?	Yes   No   Don't know
Has the explicit backing of senior leadership?	Yes   No   Don't know
Has resources/funding allocated to it?	Yes   No   Don't know
Is regularly monitored?	Yes   No   Don't know
Has both strategic and operational elements?	Yes   No   Don't know

### **1.2 Does your school publish its careers programme on its website?**

Yes  
No  
Don't know

**IF 1.2 No/ Don't know: skip to 1.4**

**IF 1.2 YES: skip to 1.3**

### **1.3 Is there information on your website about the career programme aimed specifically at:**

Students?	Yes   No   Don't know
Teachers?	Yes   No   Don't know
Employers?	Yes   No   Don't know
Parents/carers?	Yes   No   Don't know

**1.4 Does your school evaluate the effectiveness of its careers programme at least every three years?**

Yes  
No  
Don't know

**IF 1.4 No/ Don't know: skip to 1.6**

**IF 1.4 YES: skip to 1.5**

**1.5 Does the evaluation of your careers programme take into account feedback from:**

Students?	Yes   No   Don't know
Teachers?	Yes   No   Don't know
Employers?	Yes   No   Don't know
Parents/carers?	Yes   No   Don't know

**1.6 Does your school have a lead person with strategic responsibility for overseeing your school's careers programme?**

Yes  
No  
Don't know

## **Benchmark 2 – Learning from career and labour market information**

These questions are about the Gatsby Benchmark around the importance of 'Learning from career and labour market information'.

*Every student, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.*

### **2.1 Approximately what proportion of students have accessed and used up-to-date information about career paths and the labour market by:**

Benchmark guidance is from 14+ so this should be the default option shown. If no pupil numbers entered in Years 7-9, show 'age of 16' instead. If no pupil numbers entered in Years 7-11, show 'age of 18' instead.

The age of 14	Enter proportion
The age of 16	Enter proportion
The age of 18	Enter proportion

Lowest relevant age is the question which is scored

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

### **2.2 Does your school encourage parents and carers to access and use up-to-date information about the labour market, future study options and career paths to inform the support they give to their children?**

Yes  
No  
Don't know

## **Benchmark 3 – Pupil needs**

These questions are about the Gatsby Benchmark around 'addressing the needs of each student'.

*Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.*

### **3.1 How strongly do you agree or disagree that your school's career programme addresses the following issues?**

It actively seeks to raise the aspirations of all students

Rate on scale of 1 (strongly disagree) – 5 (strongly agree)

It challenges stereotypical thinking (in terms of gender etc)

Rate on scale of 1 (strongly disagree) – 5 (strongly agree)

### **3.2 Does your school?**

Keep systematic records on each pupil's experiences of career and enterprise activity? Yes | No | Don't know

Enable pupils to have access to accurate records about their own careers and enterprise experiences? Yes | No | Don't know

Collect and maintain accurate data for each pupil on their destinations for 3 years after they leave your school? Yes | No | Don't know

Share accurate and timely data with the local authority on pupil transitions and destinations? Yes | No | Don't know

Work proactively with the local authority and careers advisers around the careers guidance and progression of vulnerable and special educational needs and disability (SEND) students? Yes | No | Don't know

## **Benchmark 4 – Curriculum**

These questions are about the Gatsby Benchmark recommending 'Linking curriculum learning to careers'.

*All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.*

### **4.1 By the time they leave school, approximately what proportion of students have experienced curriculum learning that highlights the relevance of their subject to future career paths?**

English Enter an approximate percentage

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Maths Enter an approximate percentage

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Science Enter an approximate percentage

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

PSHE Enter an approximate percentage

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know



## **Benchmark 5 – Employer encounters**

These questions are about the Gatsby Benchmark recommending 'Encounters with employers and employees'.

*Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through activities including visiting speakers, mentoring and enterprise schemes.*

### **5.1 Please select the years during which 76-100% of students have at least one encounter with an employer or employee.**

Below year 6  
Year 6  
Year 7  
Year 8  
Year 9  
Year 10  
Year 11  
Year 12  
Year 13  
Above Year 13

### **5.2 What proportion of your students have at least one encounter with an employer every year they are at school?**

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

### **5.3 On average, how many encounters with an employer will your students have had by the time they leave school?**

Choose an average number from 0 to '10 or more'

### **5.4 How many businesses will you involve in careers activity in the current academic year?**

Choose a number from 0 to '10 or more'

## **Benchmark 6 – Workplace experiences**

These questions are about the Gatsby Benchmark recommending 'Experiences of workplaces'.

*Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.*

**IF 0 entered for Year 7-11 pupil numbers: skip 6.1**

### **6.1 Approximately what proportion of students have had an experience of a workplace by the end of Year 11?**

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

**IF 0 entered for Year 12-13 pupil numbers: skip 6.2**

### **6.2 During Years 12 and 13 specifically, what proportion of students have an experience of a workplace?**

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

## **Benchmark 7 – Educational encounters**

These questions are about the Gatsby Benchmark recommending 'Encounters with further and higher education'.

*All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning.*

### **7.1 By the time they leave school, approximately what proportion of students have had the following experiences?**

Meaningful encounters with Sixth Form Colleges?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Information about the full range of apprenticeships, including higher level apprenticeships?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Meaningful encounters with Further Education Colleges?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Meaningful encounters with Independent Training Providers?

- None
- A few (1-25%)
- Some (26-50%)

- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

Meaningful encounters with universities

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

IF pupil numbers entered for Year 12 or 13:

At least two visits to a university?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

## **Benchmark 8 – Personal guidance**

These questions are about the Gatsby Benchmark around the need for 'personal guidance' for students.

*Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.*

### **IF 0 entered for Year 7-11 pupil numbers: skip 8.1**

#### **8.1 What proportion of students have had an interview with a qualified careers adviser by the end of Year 11?**

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

### **IF 0 entered for Year 12-13 pupil numbers: skip 8.2**

#### **8.2 What proportion of students have had at least two interviews with a qualified careers adviser by the end of Year 13?**

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know