

# Compass evaluation Case Study



THE CAREERS &  
ENTERPRISE  
COMPANY

**Liz Soulby, Curriculum Leader for Personal Development, Charlton School**

**Institution type: Mainstream, Years 7 to 11**

**No of learners: 1252**

## Creating the space for deeper reflection and more accurate insights

The updated Compass evaluation gives Careers Leaders the opportunity to reflect on their careers provision in a more detailed and insightful way. Having completed the updated evaluation for the first time, Liz Soulby of Charlton School, encourages all Careers Leaders, both experienced and those newer to role, to really take their time to seize the opportunity the new evaluation presents. The benefit of this more detailed, evidenced approach is that it creates a highly accurate, insightful picture of a setting's current careers provision, allowing greater scope for continuous development and improvement.

Liz also feels that the experience of completing the updated Compass evaluation has made her reconsider how each careers activity within Charlton School's provision meets the updated Gatsby Benchmarks. What she discovered was incredibly affirming: previously Liz had felt activities met just one Benchmark, but now she has begun to see how they might contribute to multiple Benchmarks, as a direct result of taking more time to reflect upon the setting's careers provision in greater depth.

## Supporting the development of an ever-evolving careers provision

As an experienced Careers Leader, Liz finds the updated evaluation a means of maintaining the accountability of her role; it isn't just about being able to say what Charlton School does, it's about being able to show how Charlton School does it and having the evidence to demonstrate this. In this way, Liz feels that the Compass evaluation supports Careers Leaders more than ever to ensure that the opportunities, advice and guidance provided to learners are relevant, reflecting not only the current labour market, but also the trajectory it is taking. In Liz's own words, "in a world that doesn't stand still, our careers provision can't either".

## Providing insight to support wider collaboration and sharing of best practice

Shortly after completing her first updated Compass evaluation, Liz participated in a Careers Impact peer-to-peer review. Liz believes that the Compass evaluation allowed her to clearly identify the strengths and gaps in Charlton School's careers provision, which helped maximise her participation in the peer-to-peer review. She was able to share best practice, collaborate and support fellow Careers Leaders, in a data-informed and strategically-targeted way.

To find out more, view our Compass evaluation resources on the [Compass Help Centre](#) and [Compass+ Help Centre](#).

**“The updated Compass evaluation not only makes me more accountable, but it makes me stay accountable.”**

