

# Compass evaluation Case Study



**Emma Swinburn, Associate Principal – CfPD & PPD Employability**

**Setting type: FE**

**No of learners: 2100**

## Fostering an integrated approach to careers

Franklin Sixth Form College takes an integrated approach to careers, believing that it is an inherent part of all educators' roles. For Associate Principal Emma Swinburn, key to fostering this approach is ensuring that all staff are involved in that vision. After completing the updated Compass evaluation for the first time, Emma shared the outcomes with governors, senior leadership, and all staff through each curriculum areas' Employability and Pathways Champions. This inclusive approach to sharing the outcomes of the Compass evaluation is invaluable in engaging colleagues at all levels across the setting, cultivating an ethos of shared responsibility and an investment in a common purpose.

## Effecting change

At Franklin Sixth Form College, there are common objectives within careers and the whole college quality improvement plan. By coordinating action between these and a recently completed Careers Impact peer-to-peer review, Emma has been able to drive wide-reaching improvements. Emma believes that the nuances of the updated Gatsby Benchmarks and the support of the Compass evaluation have allowed her to quickly identify areas for development, which in turn has led to strategically targeted action to secure impactful outcomes.

## Evaluating your provision through a fresh lens

Emma's advice for Careers Leaders as they approach the updated Compass evaluation for the first time, is to look at it as if it were an entirely new evaluation. The changes in the Gatsby Benchmarks present an opportunity for detailed and considered reflection; the updated Compass evaluation walks Careers Leaders through this, helping them gain fresh insight into their careers provision, and supporting them to develop even further. At Franklin Sixth Form College, Emma has a refocused purpose and momentum, with the evaluation having created a pivotal moment for impactful change.

And whilst words such as 'new' and 'updated' can often be daunting in education, Emma feels it's important to stress that the updated Compass evaluation remains familiar and easy to use, supporting Careers Leaders to easily identify outcomes and actions to support their setting and learners.

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

**“The changes in the Gatsby Benchmarks and the opportunity to reflect deeply on these through the Compass evaluation, have allowed me to refocus with a purpose to deliver the best possible careers programme.”**

