

Compass is a free digital product that features the **Compass evaluation**. Complete a Compass evaluation every term to quickly and easily evaluate your careers provision against the eight Gatsby Benchmarks.

Further guidance on completing Compass evaluations can be found in the [Compass Help Centre](#).

Compass evaluation questions – Compass for Schools

Introduction

Institution name:

Please state your job title:

Which year groups attend your school?	
Year Group	Enter the number of students in each year group:
Below year 6	
Year 6	
Year 7	
Year 8	
Year 9	
Year 10	
Year 11	
Year 12	
Year 13	
Above Year 13	

Benchmark 1 – Stable careers programme

These questions are about the Gatsby Benchmark for a 'Stable careers programme'.

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

Question 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

Question 1.2

Does your school publish its careers programme on its website?	Yes / No / Don't know
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If you answered No or Don't know : skip to Question 1.4

Question 1.3

Is there information on your website about the careers programme specifically aimed 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

Question 1.4

Does your school evaluate the effectiveness of its careers programme at least every three years?	Yes / No / Don't know
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If you answered No or Don't know : skip to Question 1.6

Question 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

Question 1.6

Does your school have a lead person with strategic responsibility for overseeing your schools' careers programme	Yes / No / Don't know
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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.

Question 2.1

Approximately what proportion of students have accessed and used up-to-date information about career paths and the labour market by:		
The age of 14	The age of 16	The age of 18
None	None	None
A few (1-25%)	A few (1-25%)	A few (1-25%)
Some (26-50%)	Some (26-50%)	Some (26-50%)
Most (51-75%)	Most (51-75%)	Most (51-75%)
Overwhelming majority (76-99%)	Overwhelming majority (76-99%)	Overwhelming majority (76-99%)
All	All	All
Don't know	Don't know	Don't know

Question 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
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Benchmark 3 – Student 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.

Question 3.1

How strongly do you agree or disagree that your school's careers programme addresses the following issues? <i>Rate on scale of 1 (strongly disagree) – 5 (strongly agree)</i>	
It actively seeks to raise the aspirations of all students	
It challenges stereotypical thinking (in terms of gender, etc)	

Question 3.2

Does your school:	
Keep systematic records on each student's experiences of career and enterprise activity?	Yes / No / Don't know
Enable students 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 (whenever that may be)?	Yes / No / Don't know
Share accurate and timely data with the local authority on student transitions and destinations?	Yes / No / Don't know
Work pro-actively 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.

Question 4.1

By the end of Key Stage 4, approximately what proportion of students have experienced curriculum learning that highlights the relevance of their subject to future career paths:			
English	Maths	Science	PHSE
None	None	None	None
A few (1-25%)	A few (1-25%)	A few (1-25%)	A few (1-25%)
Some (26-50%)	Some (26-50%)	Some (26-50%)	Some (26-50%)
Most (51-75%)	Most (51-75%)	Most (51-75%)	Most (51-75%)
Overwhelming majority (76-99%)	Overwhelming majority (76-99%)	Overwhelming majority (76-99%)	Overwhelming majority (76-99%)
All	All	All	All
Don't know	Don't know	Don't know	Don't know

Benchmark 5 – Employer encounters

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

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.

Question 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	
Don't know	
None of the above	

Question 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

Question 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

Question 5.4

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

Choose an average 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.

Question 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 you do not have any Year 12-13 students in your school : skip to 7.1

Question 6.2

During Years 12 and 13 specifically, what proportion of students have had an experience of a workplace?						
None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-99%)	All	Don't know

Update for Spring 2025

In order to establish a baseline data set for the government's future vision of a work experience guarantee for every young person, four supplementary questions have been added to the Compass evaluation under Gatsby Benchmark 6.

The data gathered from these questions will be aggregated nationally to help measure progress towards the guarantee for every young person. It will also provide valuable insight to CEC and policy makers to help shape future systemwide investment and support for schools and employers. These questions will not contribute to your overall score.

You can find out more about these questions [here](#).

Question 6.3

The answer to this question will not count towards your score for Gatsby Benchmark 6.

Approximately what proportion of pupils have accessed a variety of meaningful workplace experiences by the end of KS3 totalling:			
5 or more days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
3-4 days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
2 or less days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
No workplace experiences:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know

Question 6.4

The answer to this question will not count towards your score for Gatsby Benchmark 6.

Approximately what proportion of FSM (free school meals) pupils have accessed a variety of meaningful workplace experiences by the end of KS3 totalling:			
5 or more days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
3-4 days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
2 or less days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
No workplace experiences:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know

Question 6.5

The answer to this question will not count towards your score for Gatsby Benchmark 6.

Approximately what proportion of pupils have accessed a variety of meaningful workplace experiences by the end of KS4 totalling:			
5 or more days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
3-4 days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
2 or less days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
No workplace experiences:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know

Question 6.6

The answer to this question will not count towards your score for Gatsby Benchmark 6.

Approximately what proportion of FSM pupils have accessed a variety of meaningful workplace experiences by the end of KS4 totalling:			
5 or more days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
3-4 days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
2 or less days, or equivalent:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	Don't know
No workplace experiences:			
None	A few (1-25%)	Some (26-50%)	Most (51-75%)
Overwhelming majority (76-90%)	Almost All (91-99%)	All (100%)	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.

Question 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 (including land-based colleges where appropriate)?						
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 (ITPs)?						
None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-99%)	All	Don't know
Meaningful encounters with Higher Education providers?						
None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-99%)	All	Don't know
At least two visits to a Higher Education provider?						
None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-99%)	All	Don't know

Please note: Questions 7.2 to 7.9 do not count towards your Benchmark 7 score.

Question 7.2

What proportion of students in Year 8/9 have had at least two meaningful encounters with providers of apprenticeships and technical education during KS3 that meet the requirements of PAL?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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Question 7.3

What proportion of students in Year 10/11 have had at least two meaningful encounters with providers of apprenticeships and technical education during KS4 that meet the requirements of PAL?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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If you do not have any Year 12-13 students in your school : skip to Question 7.6

Question 7.4

What proportion of students in Year 12/13 have been offered at least two meaningful encounters with providers of apprenticeships and technical education during KS5 that meet the requirements of PAL?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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Question 7.5

What proportion of students in Year 12/13 have attended at least two meaningful encounters with providers of apprenticeships and technical education during KS5 that meet the requirements of PAL?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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If your school **does not** have a sixth-form or Post 16 provision: answer Questions 7.6 and 7.7 only.

If your school **does** have a sixth form or Post 16 provision : answer Questions 7.6, 7.7 and 7.8

Question 7.6

What proportion of students of the year group who most recently completed the 'first key phase' as defined in the updated [Provider Access Legislation](#) (period covering 1st September in Year 8 to 28th February in Year 9) had at least two encounters that met the requirements of PAL within that key phase?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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Question 7.7

What proportion of students of the year group who most recently completed the 'second key phase' as defined in the updated [Provider Access Legislation](#) (period covering 1st September in Year 10 to 28th February in Year 11) had at least two encounters that met the requirements of PAL within that key phase?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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Question 7.8

What proportion of students of the year group who most recently completed the 'third key phase' as defined in the updated [Provider Access Legislation](#) (period covering 1st September in Year 12 to 28th February in Year 13) were offered at least two encounters that met the requirements of PAL within that key phase?

None	A few (1-25%)	Some (26-50%)	Most (51-75%)	Overwhelming majority (76-90%)	All or nearly all (91-100%)
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Question 7.9

Please list the providers who conducted these encounters:

Further support and guidance on meeting the Provider Access Legislation can be found in the [Help Centre](#).

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.

Question 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

Only answer Question 8.2 if you have Year 12-13 students in your school.

Question 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

Thank you for taking the time to evaluate your careers provision.