



Compass Evaluation May 2023

Latest evaluation data from May 2023. As you can see, we have specific areas we need to work on. The immediate benchmarks that need looking at is GB4 as it has dipped down from last evaluation in March. There are plans to put more in place for this benchmark in the next academic year with planning alongside different departments.


We have maintained in 100% in GB5, GB7 and GB8 and have progressed to 100% in GB2 from 80%, GB3 from 90%. We have also worked on GB1 to bring this up to a higher level.

Gatsby Benchmark	Latest Evaluation	Total achievement
1-A stable careers programme	94%	94%
2-Learning from career and labour market information	100%	100%
3-Addressing the needs of each pupil	100%	100%
4-Linking curriculum learning to careers	75%	75%
5-Encounters with employers and employees	100%	100%
6-Experiences of workplaces	100%	100%
7-Encounters with further and higher education	91%	91%
8-Personal guidance	100%	100%

 Reached 1% - 99%
  Reached 100%

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How we are doing compared to other schools in Hertfordshire and nationally.

Gatsby Benchmark	Your result 	% schools fully achieving this Benchmark nationally	% schools fully achieving this Benchmark in [HUBs] Hertfordshire	% schools fully achieving this Benchmark in [LEPs] Hertfordshire
1 - A stable careers programme	In progress - 94%	60.7%	74.1%	77.3%
2 - Learning from careers and labour information	✓	77.5%	96.3%	90%
3 - Addressing the needs of each pupil	✓	50.9%	77.8%	72.7%
4 - Linking curriculum learning to careers	In progress - 75%	72.8%	92.6%	79.1%
5 - Encounters with employers and employees	✓	78.1%	88.9%	79.1%
6 - Experiences of workplaces	✓	60.3%	85.2%	72.7%
7 - Encounters with further and higher education	In progress - 91%	49.1%	59.3%	53.6%
8 - Personal guidance	✓	72.7%	70.4%	70.9%

GB1 – Higher than national average and compared to other schools in Hertfordshire

GB2 – Higher than national average and compared to other schools in Hertfordshire

GB3 – Higher than national average and higher compared to other schools in Hertfordshire

GB4 - Higher than national average and lower compared to other schools in Hertfordshire

GB5 - Higher than national average and higher compared to other schools in Hertfordshire

GB6 - Higher than national average and higher compared to other schools in Hertfordshire

GB7 - Higher than national average and higher compared to other schools in Hertfordshire

GB8 – Higher than national average and higher compared to other schools in Hertfordshire

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GB1 – A stable careers programme

Benchmark 1

A stable careers programme

Your school has met 94% of the 17 assessment areas in benchmark 1

94%

Show details ▾

Your previous score

Mar 2023

82%

Percentage of schools nationally meeting this benchmark 2021

43%

We have scored higher than our previous evaluation and we are higher than national average.

We are still missing a few key things to get us to 100%.

These are below.

Benchmark 1

A stable careers programme

Your school has met 94% of the 17 assessment areas in benchmark 1

94%

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, teachers, governors and employers.

Your whole-school careers programme:

Achieved?

Is written down



Is approved by the board of governors



Has the explicit backing of senior leadership



Has resources allocated to it



Has systematic monitoring in place



Has both strategic and operational elements



Is published on your school's website



A key area of GB1 is that the policy and programme need to be published on the website.

Actions from March 2023 -

Would like to have more resources placed on the website for students, teachers and parent/carers

Actions from May 2023 –

Continue to add more student areas and think about having QR codes around school for students to have quick access to these areas on the website

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Is on the school's website with information aimed specifically at:	
Students	✓
Teachers	✓
Employers	✓
Parents/Carers	✓
Is evaluated for effectiveness at least every 3 years	
	✓
Is evaluated using systematic feedback from:	
Students	✓
Teachers	✓
Employers	✓
Parents/Carers	✗
Has an identified lead individual with strategic responsibility for overseeing the programme	
	✓

A key area of GB1 is to have information for parents and carers as well as students.

Feedback is also an important area. This has been difficult to collect in the past.

Actions from March 2023 –

Add careerometer and important career website links onto the website for parents.

Have a teacher area for them to use within lessons and tutor time

Actions from May 2023 –

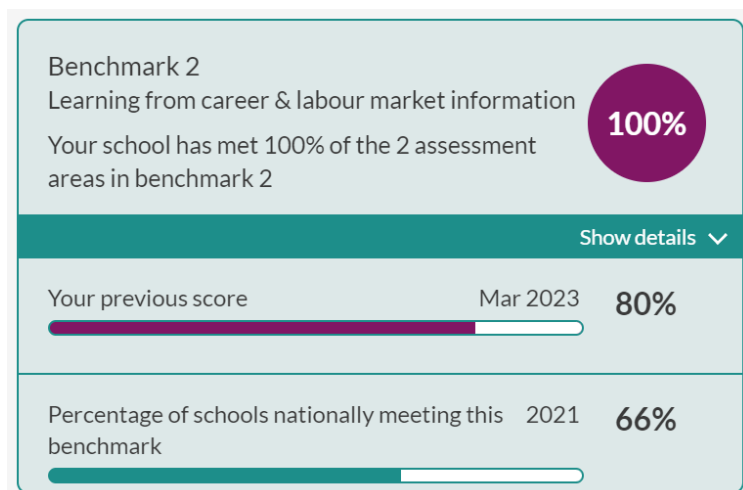
Plan in parent career evening/pre-recorded webinars from September that they can access to help with career conversations at home with their children

Parent/carer feedback forms

Things that could also be put into place

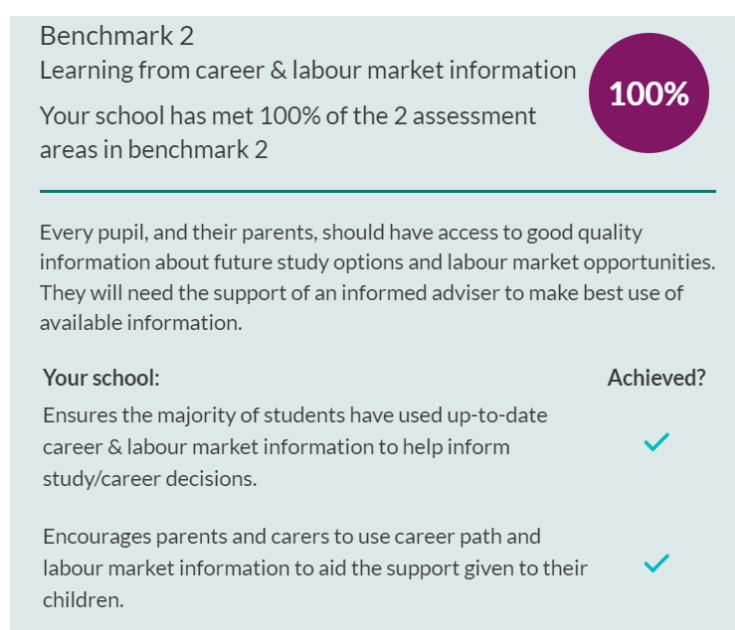
- Train up student career ambassadors/Unifrog ambassadors for all year groups, students then give feedback to FEV about the enrichment days and any other career and enrichment activities. FEV to meet with them twice a half term to discuss what they want to see in careers and enrichment. They will also collect data from their year group through questionnaires etc.
- Recruit teacher career champions from each department – meet with them once a half term to discuss enrichment days etc. – have started this – english and science department – more to come on this in September
- Staff and parent surveys once a term – this needs to be a key action

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No action needed on this benchmark- however we will continue to monitor to see that this does not drop below 100%.

We are also doing much better than national average.



A key area is to help parents and carers enable discussions with their children about career paths

Actions from March 2023 –

Send communications out to parents about the Unifrog platform.

Use this platform to have meaningful conversations with their children

Actions from May 2023 –

Continue soft launch of Unifrog with all year groups apart from Year 11
Plan hard launch dates with AJA for Sept/Oct

Things that could also be put into place

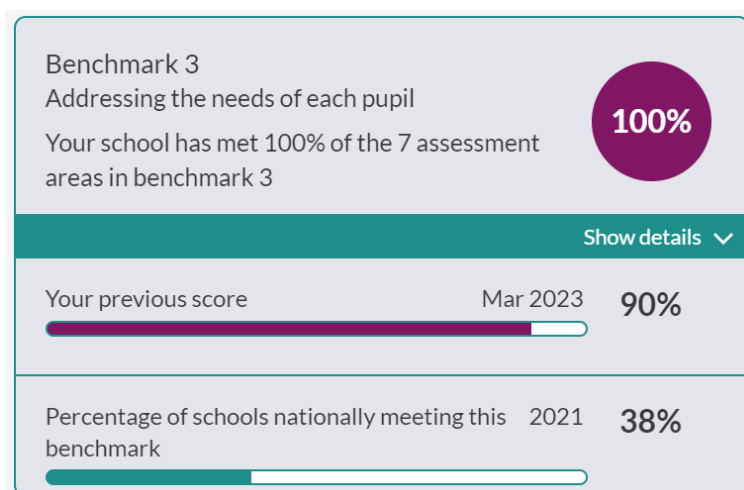
- Have a career evening once a term for parents/carers to come to. This will involve giving parents/carers the information to help facilitate conversations with their children. Invite local colleges, universities and apprenticeships to come and speak with parents.

- Parents to be invited to the careers fair next year

WOULD LIKE TO START BOTH OF THESE NEXT ACADEMIC YEAR

- LMI boards for Hertfordshire are up in the main hall corridor, 6th form and SDC

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No action needed on this benchmark- however we will continue to monitor to see that this does not drop below 100%.

We are also doing much better than national average.

Benchmark 3
Addressing the needs of each pupil
Your school has met 100% of the 7 assessment areas in benchmark 3

100%

Advice and support should be tailored to the needs of each pupil. Keeping good records of pupils and their destinations after school will help.

Your school:	Achieved?
Provides a careers programme that:	
Raises aspirations of all students	✓
Challenges stereotypical thinking (In terms of gender etc)	✓
Keeps systematic records on each pupils' experiences of career and enterprise activity	✓
Enables pupils to access accurate record about their careers and enterprise experiences	✓
Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school	✓
Shares above mentioned data with the local authority	✓
Works pro-actively with the local authority and careers advisers to provide careers guidance to vulnerable pupils and special educational needs and disability (SEND) students.	✓

A key area is for students to keep their own records about their career experiences.

Actions from March 2023 –

Continue unifrog roll out with Year 9 and 10

Organise a 2nd assembly time for Year 7 and 8 due to missing this

Encourage students to record activities from assemblies and enrichment days on their individual platforms

Actions from May 2023 –

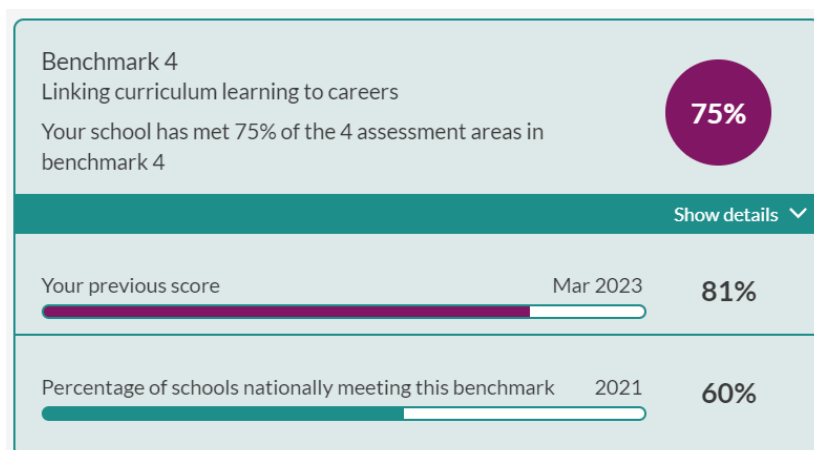
Continue soft launch of Unifrog with all year groups apart from Year 11
Plan hard launch dates with AJA for Sept/Oct

Continue to work closely with JWO in SEND department to close NEET gap.

Things that could be put in place

- Students to have once a half term lesson accessing unifrog to inspire career choices
- Reward system put in place to encourage students to access unifrog – prizes/awards given out at end of term assemblies – STILL NEED TO PUT THESE IN PLACE AND WORK OUT

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We have scored slightly lower than last evaluation. We are on our way to getting 100% but likely to not happen this year.

We are missing a few key things to get us to 100%.

These are below.

GB4 is difficult to achieve. It is something we are working on year by year.

Actions from Dec 2022 –

Career boards in all subject area corridors – some boards are up already

Share the definition of careers with staff to help colleagues recognise the value in a whole school approach to Benchmark 4

Action from March 2023

Staff to use the Unifrog platform to boost career possibilities in their subject areas – training has happened, FEV to put a guide together for how to use Unifrog effectively

Benchmark 4
Linking curriculum learning to careers

Your school has met 75% of the 4 assessment areas in benchmark 4

75%

Careers and enterprise education should be part of and included in a pupil's standard lessons, linking curriculum to real-world career paths.

Your school:	Achieved?
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of:	
English lessons	In progress
Maths lessons	In progress
Science lessons	In progress
PSHE lessons	In progress

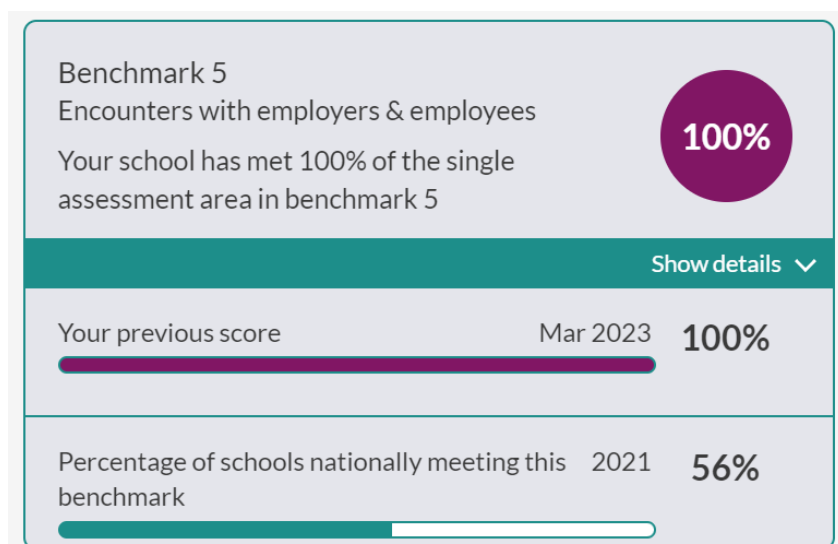
Action from May 2023

Staff training on CEC – My learning My Future (September)
Staff will also be encouraged to use Unifrog in their lessons to signpost students to careers
More training for staff to really help students to understand why learning a specific subject will be helpful for their career

Things that could also be put in place

- Career 'do nows' in lessons
- Careers in the curriculum implemented into enrichment days by departments. This will be happening in the Autumn term
- Linking careers to the curriculum supports the engagement of students and supports progress by highlighting the relevance of subjects and specific teaching points to careers and future opportunities
- The My Learning, My Future Inspiration Guides also support staff towards linking curriculum to careers – to be directed to staff in INSET

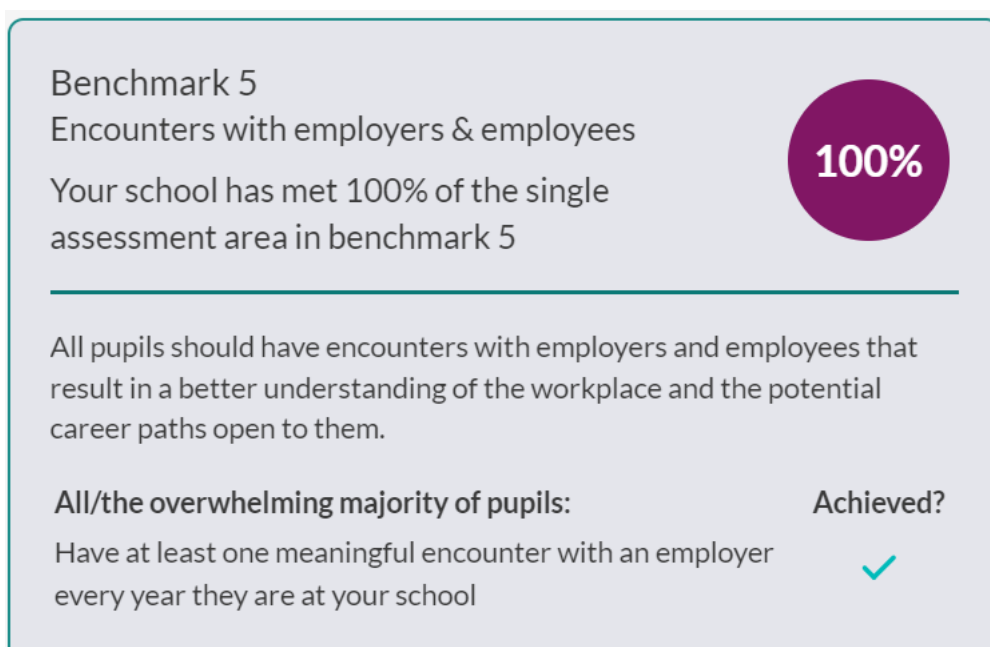
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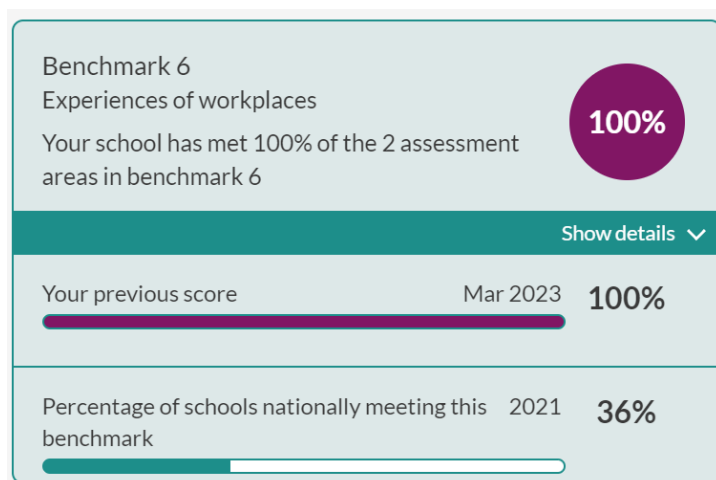
No action needed on this benchmark- however we will continue to monitor to see that this does not drop below 100%.

NO DROP FOR MAY 2023 EVALUATION

We are also doing much better than national average.



Compass Evaluation May 2023



No action needed on this benchmark- however we will continue to monitor to see that this does not drop below 100%.

NO DROP FOR MAY 2023 EVALUATION

We are also doing much better than national average.

The COVID pandemic put all WEX on hold. Now we are back to the new 'normal' WEX is now back on for year 10 students.

Actions from Dec 2022 –

Year 12 need to conduct work experience during their BH week. This needs to be sourced by them with help from FEV, SFI and NPA. Students are struggling to find placements but confident they will all have a WEX by the end of the academic year – if not over the summer.

Actions from March 2023 -

Speak more about using the Unifrog platform to source placements for year 12 next year

Actions from May 2023 –

Find some virtual WEX for year 10 students who have not found placements

Encourage year 12 to continue to find WEX

Benchmark 6 Experiences of workplaces

Your school has met 100% of the 2 assessment areas in benchmark 6

100%

It's important for pupils to experience the workplace environment to understand the context in which they could one day be working.

All/the overwhelming majority of pupils:

Achieved?

Have had a meaningful experience of a workplace by the end of year 11



Have obtained a meaningful experience of a workplace during years 12 and 13



Things that could also be put in place

- Students in year 12 can also take part in virtual WEX during school hours with the express permission from NPA – this would only be granted if this could not take place in the school holidays.
- Launching WEX earlier should helpfully help with placements next year

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Benchmark 7
Encounters with further and higher education
Your school has met 91% of the 6 assessment areas in benchmark 7

91%

Show details ▾

Your previous score Mar 2023 62%

Percentage of schools nationally meeting this benchmark 2021 33%

We have scored slightly lower than last evaluation. We are on our way to getting 100% but likely to not happen this year.

We are missing a few key things to get us to 100%.

These are below.

Benchmark 7
Encounters with further and higher education
Your school has met 91% of the 6 assessment areas in benchmark 7

91%

Careers provision should cover further and higher education as well as potential professions. Pupils should have encounters with these organisations whilst at school.

By the time they leave school all/the overwhelming majority of pupils: Achieved?

Have had meaningful encounters with sixth form colleges In progress

Have been provided with information about the full range of apprenticeships, including higher level apprenticeship ✓

Have had meaningful encounters with general further education colleges ✓

Have had meaningful encounters with independent training providers In progress

Have had meaningful encounters with Higher Education Providers ✓

Have had at least two meaningful visits to universities to meet staff and students ✓

Actions for March 2023

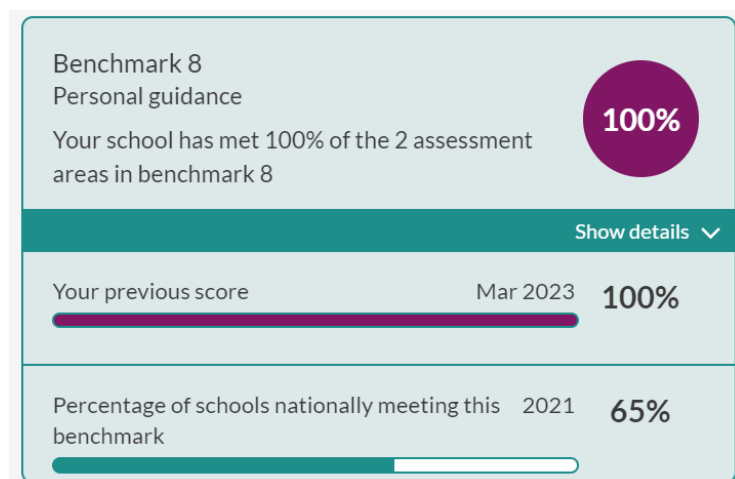
Book in all on the left for assemblies and drop down days

Make sure we have a good variety

Actions for May 2023

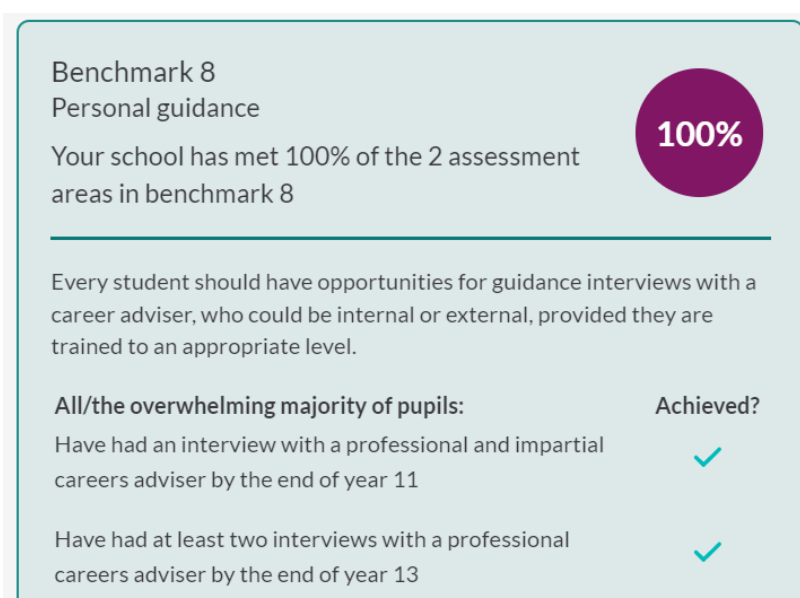
Look at next years planning and ensure that these encounters are meaningful and effective for students

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We have scored higher than last evaluation. We are scoring higher than national average.

We are now scoring 100% in this benchmark.



The way the guidance interviews are conducted this year has meant there are not enough days for Vicki Harris to conduct interviews with year 12 and 13. This has now been rectified.

No actions needed for May 2023

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Gatsby Benchmark	% achieved in latest evaluation ⁱ	% achieved in previous evaluation	Indicator ⁱ
1 - A stable careers programme	94%	82%	↑
2 - Learning from career and labour market information	100%	80%	↑
3 - Addressing the needs of each pupil	100%	90%	↑
4 - Linking curriculum learning to careers	75%	81%	↓
5 - Encounters with employers and employees	100%	100%	→
6 - Experiences of workplaces	100%	100%	→
7 - Encounters with further and higher education	91%	62%	↑
8 - Personal guidance	100%	100%	→

Your activities for the year

This graph shows the activities you've planned and completed for this academic year. Use the drop-down filter to display specific groups.

