

## Gatsby Benchmarks

Benchmark	Description	Compass Report July 25	Compass report November 2025	Compass Report March 2026
1	A stable careers programme	100%	92%	100%
2	Learning from career & labour market information	60%	92%	92%
3	Addressing the needs of each pupil	100%	100%	100%
4	Linking curriculum learning to careers	100%	83%	90%
5	Encounters with employers & employees	100%	100%	100%
6	Experiences of workplaces	100%	100%	100%
7	Encounters with further and higher education	100%	60%	57%
8	Personal guidance	100%	100%	80%

The Gatsby Benchmarks were updated in September 2025, which accounts for changes in our scores. Previously, our self-assessment focused on pupils for whom specific careers statements were most appropriate. Under the updated guidance, we are now required to consider all secondary pupils, including those in Key Stage 3, within our responses.

**Benchmark 7:** The score reflects lower levels of direct engagement with apprenticeship providers and universities, as these are not typical destinations for many of our learners. However, all pupils are supported to develop an age-appropriate and aspirational understanding of the full range of progression pathways, including further education, training providers, supported employment, and adult services where relevant. Encounters and learning opportunities are adapted to meet individual needs and aligned with realistic progression outcomes, in line with compass guidance.

**Benchmark 8:** The reduction in score reflects the September 2025 update to Gatsby Benchmarks which requires that all pupils, not only those accessing targeted programmes, receive appropriate personal careers guidance. While the school previously met the criteria for learners accessing the Careers at Every Level programme through a traditional one-to-one guidance model, this approach did not consistently extend to all pupils across the school. In response to the updated benchmarks, the school is extending personal guidance beyond a solely 1:1 interview model to ensure equitable access for every learner, including those for whom formal interviews may not be appropriate or effective. Pupils receive support through trusted adults, individual and small-group sessions, visual and practical approaches, and appropriately trained staff embedded in everyday practice. Careers guidance is planned in partnership with families and professionals to ensure it is accessible, meaningful and supports positive post-school outcomes.

Brookfields School features within the Gatsby Benchmarks, where we share our perspectives as leaders in the SEND sector on developing career guidance:

<https://www.gatsbybenchmarks.org.uk/perspective/brookfields-school/>