

The 8 Gatsby Benchmarks



Think of the **Gatsby Benchmarks** as a high-quality "checklist" that your child's school uses to make sure every student is ready for the world of work.

If you have a child in **Key Stage 2 (Primary)** or **Key Stage 3 (Years 7–9)**, these benchmarks are there to ensure they don't just leave school with good grades, but with a clear plan for their future.

In **September 2025**, these rules were updated to make careers support more personal and practical. Here is what that means for you and your child.

What are the 8 Benchmarks?

The school is measured on how well they do these eight things:

1. **A Clear Plan:** The school has a published careers program you can look at.
2. **Job Facts:** Students learn about which jobs are growing and what they pay.
3. **Support for Everyone:** Advice is tailored to your child's specific needs and interests.
4. **Careers in Class:** Teachers explain how Maths, English, or Science are actually used in real jobs.
5. **Meeting Bosses:** Students talk to employers (in person or online) to hear about different careers.
6. **Seeing Workplaces:** Students get to visit offices, factories, or labs to see work in action.
7. **Exploring Uni & Colleges:** Learning about all options, including University and Apprenticeships.
8. **Expert Advice:** One-on-one time with a professional careers adviser

As a middle school, we are not measured against GB 8 Personal Guidance. We would however always be happy to sit down with your child to signpost them to more information about the careers they are interested in. Please make an appointment with the office, if you wish to use this service.

What's New for 2025? (And why it matters to you)

The 2025 update shifted the focus from "doing an activity" to "**making sure it actually helps.**" Here are the big changes:

1. Better Support for Parents

The new guidelines recognise that **you** are the biggest influence on your child's career. Schools are now expected to give you better information and invite you to be part of the conversation earlier, so you aren't guessing about things like "T-Levels" or "Degree Apprenticeships."

2. Starting Early (KS2 and KS3)

The update pushes for "Career-Related Learning" to start sooner. For KS3 students (Years 7–9), this means they shouldn't just be "doing careers" in Year 11. They will start meeting employers and exploring different paths much earlier to help them choose the right GCSE options.

3. Focus on "Quality over Quantity"

It's no longer enough for a school to just host a "Careers Fair." Under the 2025 rules, students must **prepare** for these events and **reflect** on them afterward. This helps your child actually remember what they learned rather than just collecting free pens!

4. Digital & "Hybrid" Experiences

The new rules allow for more virtual work experiences. While in-person visits are still the gold standard, your child might now "visit" a tech company in London or a research lab in Singapore via a high-quality digital session, opening up more opportunities regardless of where you live.

How we evaluate the Gatsby Benchmarks at Emmanuel

We use a digital platform called Compass+. Compass+ is a free, secure digital tool from [The Careers and Enterprise Company](#) that helps schools and colleges in England plan, track, and report on their careers programmes. It allows users to benchmark against the [Gatsby Benchmarks](#) to measure career readiness, record individual student interactions, and analyse data to improve student outcomes.

Key Features of Compass+

- **Benchmarking**: Evaluates career activities against the 8 Gatsby Benchmarks. We record every Emmanuel Middle careers activity onto Compass+.
 - **Tracking**: Records individual pupil career interventions and, with the Future Skills Questionnaire, measures progress over time. We quiz pupils in Year 7 and then again in Year 8, using the analysis of the data to inform future planning and enhance our support of SEND pupils.
 - **Planning**: Enables strategic, data-driven planning for a whole-institution careers programme. We have a termly meeting with our Careers Advisor from the Careers and Enterprise Company to discuss our planning.
 - **Reporting**: Provides reports to monitor progress and identify gaps in provision. We produce a Compass Evaluation Report at the end of each term to track our progress and to plan future events to support the Gatsby Benchmark process.
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