

Headlands School Careers Termly Summary Sheet
March 2026

Journey so far

- Qualified L6 Careers Leader sits within SLT and has strong buy in from the team, also has a newly appointed Careers Coordinator to support.
- School is taking part in Work Experience Modernisation Project 25-26
- The school are keen to collaborate with the network often taking an active role in submitting ideas, leading focus groups, providing peer support and sharing best practice.
- Careers Programme developed; activity planned & embedded within the curriculum.
- Enterprise Advisor (Samantha Campbell - Novuna) – strong partnership Sam and the wider Novuna team are keen to support strategically and operationally.
- Careers link Governor working well with the Careers Leader - very supportive.

What do we know?

- Students are responding positively to the opportunities and evidence available to demonstrate impact.
- Positive destinations, no NEETS
- School tracks 3-year destination data, this has proved really beneficial in engaging former pupils with talks to students and acting as role models.
- All staff support and understand it's everyone's responsibility to support careers and it forms part of department reviews.
- Careers is a priority within SLT and has support from the Careers Link Governor there is a strong commitment to the Hub.
- It's a challenge to get students out of the classroom for careers activities which is impacted by the lack of cover staff to support.
- HOP funding is no longer available, finding funding for transport is a challenge particularly with the coastal geography of the school
- CL has his L6 careers adviser qualification, in addition another member of the wider 6th Form team has her L6 careers adviser qualification and the school buys in additional support from GP Careers giving the school a strong careers advise programme.
- The school is actively engaged with the Health & Care project and student voice.
- CL and SLT completed the Internal Leadership Review in December 2025 and are due to take part in a trio peer to peer review facilitated by the local careers hub in the Summer term 26
- Uptake for work experience in year 10 has improved again this year and at the time of writing, the signs suggest that all students will secure a placement. The EA will deliver a work experience programme in school for any student unable to attend a placement following successful delivery of the programme last year. Novuna is a registered ILM centre, Sam Campbell (EA) is going to apply to City & Guilds to have the programme accredited so each student will receive a certificate for participating in the programme going forward (this may take a couple of months)
- Through the Work Experience Modernisation Project the CL has been able to explore different approaches to experiences of the workplace with Year 7,8 and 9 students further enhancing the student experience.

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- A total of 573 Future Skills Questionnaires have been completed across Year7 through to 11 so far this academic year thus enabling personalised careers tracking and intervention
- CL has agreed to take part in a pilot looking at possible change to Compass+ in light of the revised Gatsby benchmarks.

The national picture

- Schools/Colleges are more successful where there is a whole school ethos around careers and progression – a whole school responsibility.
- The more meaningful interactions a young person has with employers during KS 3 & 4, the more likely they are to make positive choice Post 16
- The new OFSTED framework incorporates CEIAG throughout and schools/academies/colleges are reporting OFSTED are looking for evidence to support self-assessments.
- Schools/Colleges who deliver CEIAG successfully do so because it is embedded and sustainable activity.

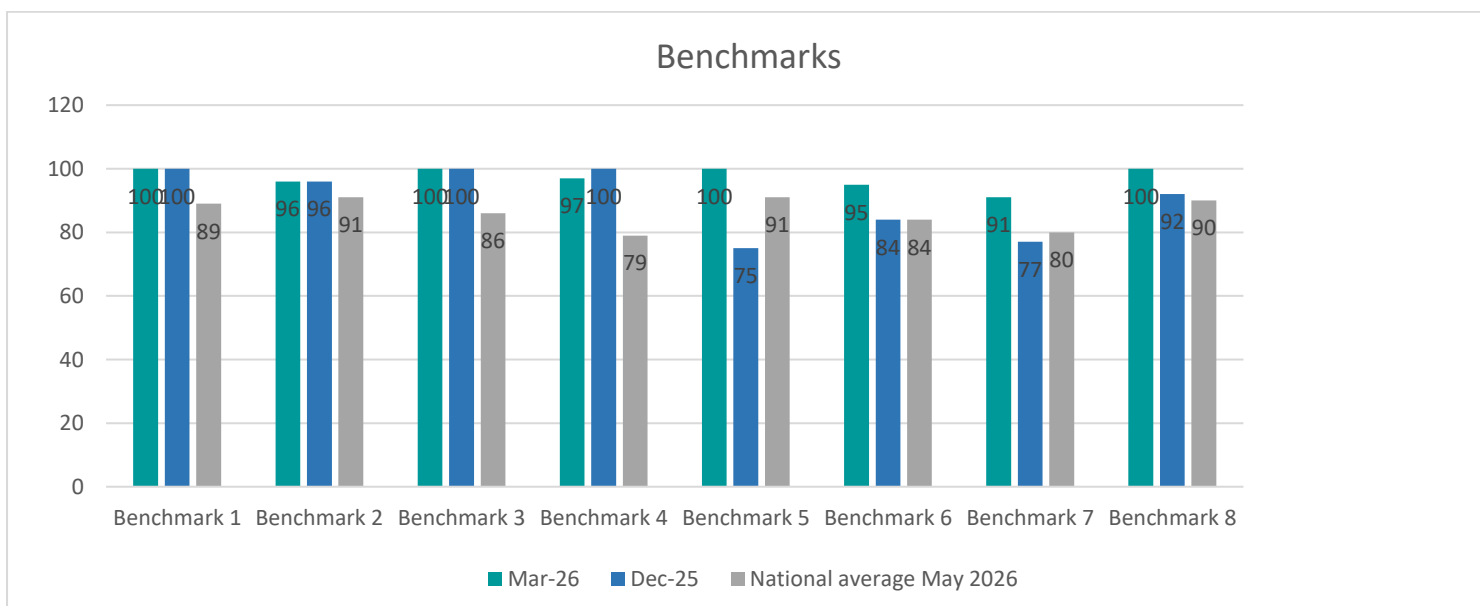
The data

Compass is a self-assessment tool that schools should complete at least termly. The evaluation takes into consideration all students on role. OFSTED are now keen to talk about Compass evaluations and have been known to ask for evidence to support the self-assessment.

From September 2025, Compass Plus evaluations are based around the revised framework and Gatsby Benchmarks. The National Picture is still emerging; however, it is anticipated that some institutions will see a fall in their achievement of Gatsby benchmarks.

The current average number of Benchmarks Nationally that Schools/Colleges are fully achieving is 3, in the HEY Careers Hub, it is 2.3. At present Headlands School is currently fully achieving 4 benchmarks.

In essence, the Benchmarks are never complete and always need reviewing as a change in a curriculum, staff member or activity delivery would alter the outcomes. There was an aspirational target for schools and colleges to meet all 8 Gatsby Benchmarks by 2020, it is recognised now that this might not be realistic. The Gatsby Foundation are clear it is not a tick box exercise, and all activity must be embedded and sustainable if it is to work.



What sits behind the data at Headlands School?

- **Benchmark 1** – Careers programme has the full backing/support from SLT & Governors, website is kept up to date for parents/carers and feedback is taken throughout the year.
- **Benchmark 2** – Evidence that students and parents are accessing LMI is available, regular communications are delivered via social media/newsletters and in addition parental engagement evenings throughout the academic year to help inform and guide parents/students.
- **Benchmark 3** – Individual student records must be maintained for all students relating to their destinations for 3 years after leaving, the school contacts all students up to 3 years after leaving year 11. Careers activity is recorded and available for students to access.
- **Benchmark 4** – Evidence is available to demonstrate that careers and enterprise activity/information is fully embedded in lessons for all students.
- **Benchmark 5** – Evidence is available to demonstrate meaningful employer encounters for each year group
- **Benchmark 6** – Evidence is available to demonstrate students have good quality work experience in year 10. Through the work experience modernisation project the school will work towards the new work experience guarantee, ensuring students are provided with experiences of the workplace through Years 7-9 however acknowledging this is a 3 year ambition
- **Benchmark 7** – Evidence is available to demonstrate students have had a meaningful encounter with FE, HE and apprenticeship providers and apprenticeship including sixth form colleges.
- **Benchmark 8** – Interviews with a qualified careers adviser are made available to all learners through GP Careers Consultants. Two members of staff are also L6 qualified to support if needed.

Next steps...

- **Benchmark 1** – Continue to review the Careers programme by way of continuous improvement with support of SLT, Governing body, Careers Hub & Enterprise Adviser.
- **Benchmark 2** – Careers Leader to continue the good work with all staff to explain Labour Market Information and how it might be used in all areas for all students.
- **Benchmark 3** – Careers Leader maintains data for students for up to 3 years after year 11. Student records are kept up to date on Compass+ the CL has sent out future skills questionnaires (FSQ) to one class which was a success there are plans to send it out to other year groups when time and access to IT are available during this term.
- **Benchmark 4** – Careers Leader to continue to work with curriculum leads around careers and enterprise activity/information and consider regular CPD that highlights the relevance of curriculum areas especially in light of it being necessary in all subject area. Careers Leader to work with Enterprise Adviser to deliver some real-life examples/resources of how curriculum learning is used in the workplace.
- **Benchmark 5** – Meaningful encounters with employers are being achieved at the school, through a wide range of activities that are regularly reviewed to measure value and impact to the learners.
- **Benchmark 6** – Continue the successful Year 10 work experience and look to broaden the offer for students in Year 7 – 9 through innovative experiences of the work place
- **Benchmark 7** – meaningful encounters are happening with FE, HE (including visits) and apprenticeship providers and apprenticeship including sixth form colleges. This is recorded on Compass.
- **Benchmark 8** – All students receive an impartial 1:1 guidance interview before the end of year 11. Interviews with a suitably trained careers adviser are made available to all students in years 12 & 13.

Engagement in wider careers activities to support your careers programme during this year.

Future Skills Questionnaire usage this academic year

Future Skills Questionnaire is a tool to measure learners' career-readiness available for all secondary school's settings. FSQ covers key aspects of knowledge, skills and attitudes that are important for successful transitions.

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Simple data insight can support you to make targeted interventions, evaluate your careers programme and identify the impact of careers education in your setting.

Continue to roll out FSQ with all students across all year groups.