

Devon, Plymouth and Torbay Careers Hub Autumn Report 2024 - Longcause Community Special School

Below is your Careers Hub progress report for 2023/24; this demonstrates your school performance against the [Gatsby Benchmarks](#) in comparison to performance against other schools across greater Devon and nationally.

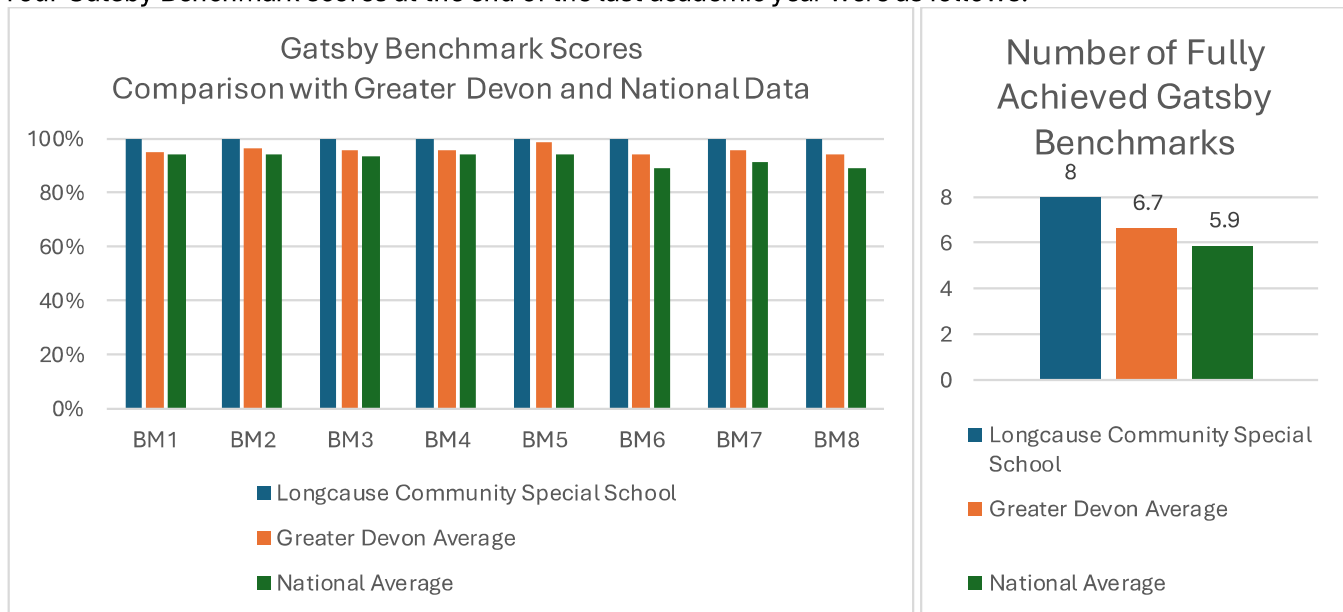
The [Gatsby Benchmarks](#) remain enshrined in statutory guidance. They define what world class careers provision in education looks like and provide a clear framework for organising the careers provision at your school or college. As you know, the Careers Hub team support your Careers Leader to complete termly evaluations that assess your progress against these benchmarks and highlight any gaps.

Moving in to 2024/25, the Careers Hub team will reorganise support in relation to performance. Schools and colleges achieving all 8 benchmarks will form a community of practice focusing on evaluation and impact, best practice and the testing innovative approaches – compass evaluations will also be completed differently. These establishments will form the **Orange Team**.

If you are a school sitting in the middle of benchmark performance (5-7 benchmarks), generally, you will be split geographically and allocated a dedicated Enterprise Coordinator. Support will be much the same as it has been in recent years. These establishments will form the **Yellow Team**.

If your school or college is achieving 4 or less benchmarks, you will receive some intensive support. Our aim is to support progress and help you to overcome any barriers you may face. These establishments will form the **Blue Team**.

Your Gatsby Benchmark scores at the end of the last academic year were as follows:



You will therefore be placed in the **Orange** team and your Enterprise Coordinator(s) will be **Mark Turnbull and Toni Oatway**, mark.turnbull@devon.gov.uk and/or toni.oatway@devon.gov.uk

The Future Skills Questionnaire

The Careers & Enterprise Company created the [Future Skills Questionnaire](#) (FSQ) to measure the career readiness of students at points of transition across secondary education. The questionnaire is for use with students, and supports Careers Leaders to evaluate internal careers programmes by gathering data on individual learners' careers knowledge and skills. This is a free questionnaire available from the Careers and Enterprise company via the Compass+ platform.

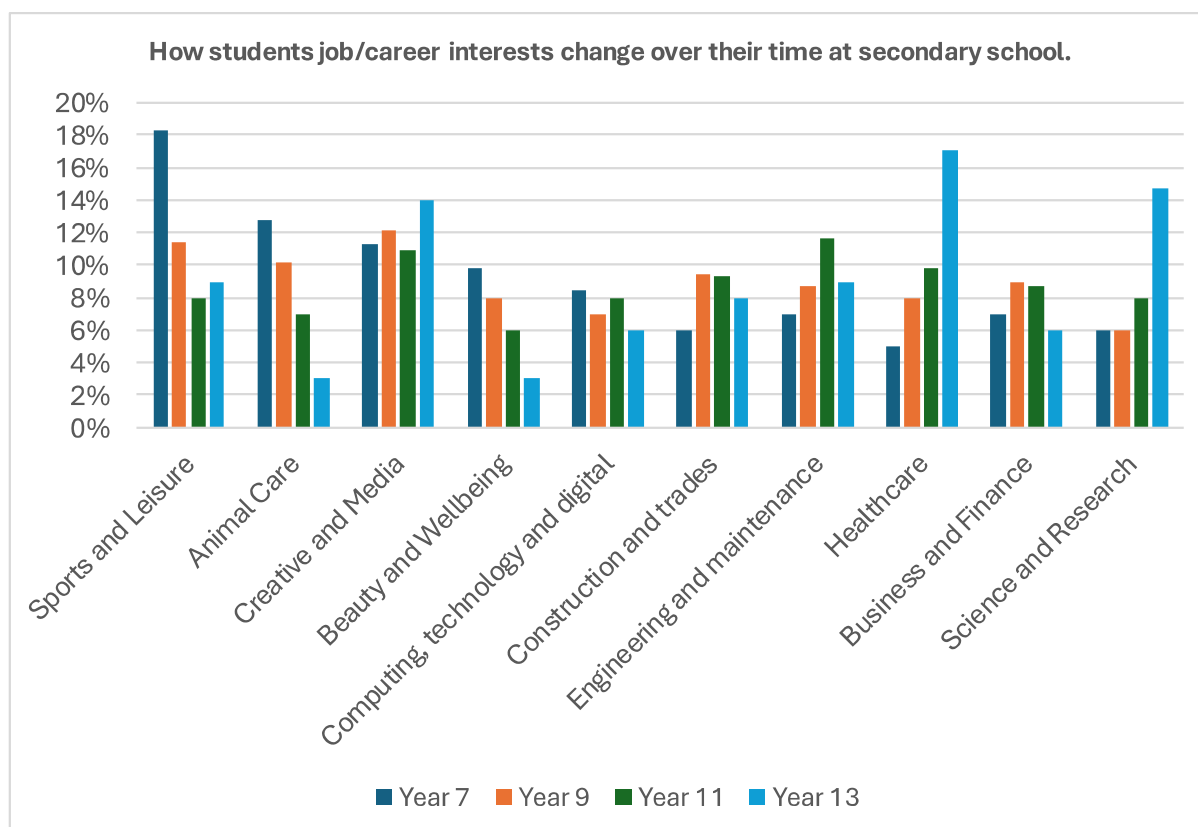
The aim is for Careers Leaders to use learners' responses to the questionnaire to:

- Identify gaps in a school's provision
- Tailor careers activities to individual needs
- Measure progress of their careers programme over time.

The questionnaire is administered from the Compass+ platform, with learners' questionnaire responses appended to their individual learner profiles and can be repeated year on year to track progress.

There is a multitude of data you can obtain from completion of the FSQ – the graphs below show how the career interests of students alter as they progress through their education journey.

Please note, this is greater Devon data but you can access your own schools data on completion of the questionnaire.



We recommend that every school engage with the FSQ but the **Orange Team** will be allocated a target. Your Enterprise Coordinator can support your Career Leader to implement this across your year groups.

Launch of new Careers Impact Internal Leadership Review

A new approach to driving impact across careers education

The new Careers Impact Internal Leadership Review supports the quality assurance of careers provision in your school/college well beyond the Gatsby Benchmarks. It sets clearly defined standards as to what good looks like in careers leadership and careers provision, and maps the pathway towards achieving it.

Within your annual evaluation processes, undertaking a Careers Impact Internal Leadership Review will support:

- Improved understanding of best practice in careers and of meaningful achievement of the Gatsby Benchmarks
- Recognition of strengths in careers provision
- Greater SLT engagement in and understanding of careers
- Wider distributed leadership of careers and a support towards a whole institution approach to careers
- Motivation and actions to develop careers provision
- Undertaking an internal leadership review of careers supports the quality assurance of provision and encourages continuous improvement aligned to your whole institution's priorities.

Theme 1	Theme 2	Theme 3
Careers leadership, vision and intent, and planning for development (Benchmark 1)	Addressing the needs of all learners and impact evaluation (Benchmarks 1 and 3)	Understanding of labour market information (LMI) and future pathway options (Benchmarks 2 and 7)
Theme 4	Theme 5	Theme 6
Linking curriculum learning to careers (Benchmark 4)	Encounters with employers/employees and experiences of the workplace (Benchmarks 5 and 6)	Personal Guidance (Benchmark 8)

Using the Careers Impact Maturity Model to review your provision

The Internal Leadership Review process is based on the Careers Impact Maturity Model, which provides a shared language of how careers can be positioned as a driver for school, special school and college improvement. The model focuses on six themes, which are rooted in the Gatsby Benchmarks, and there are two versions tailored to different institution types:

- Maturity Model for schools and special schools
- Maturity Model for FE

For each theme there are statements and responses indicating progressive levels of maturity. The full Careers Impact Maturity Model is accessible via Compass and Compass+.

Preparing for an internal leadership review

A review should be completed each year in line with an annual review of your institution's careers strategy. All those involved in the distributed leadership of careers should be involved in the review process.

It involves two parts:

- A collaborative review of your institution's careers provision with colleagues, using the Careers Impact Maturity Model.
- Recording your responses to the Maturity Model on Compass or Compass+, and using the digital insights and recommendations generated to plan high impact actions for your provision.

'Careers is the cornerstone of education, and the internal leadership review showed us how much we haven't thought about yet.'

The maturity model takes a lot of that thinking work away – it enables us to work out where we are and what we need to do next because it's written down for us – so we can focus on strategy and implementation.'

Equalex: A new approach designed to support two weeks' worth of high-quality work experience for every young person

Too many young people are missing out on work experience. Disadvantaged young people are more likely to miss out than others. This needs to improve and the Careers Hub team would like to help.

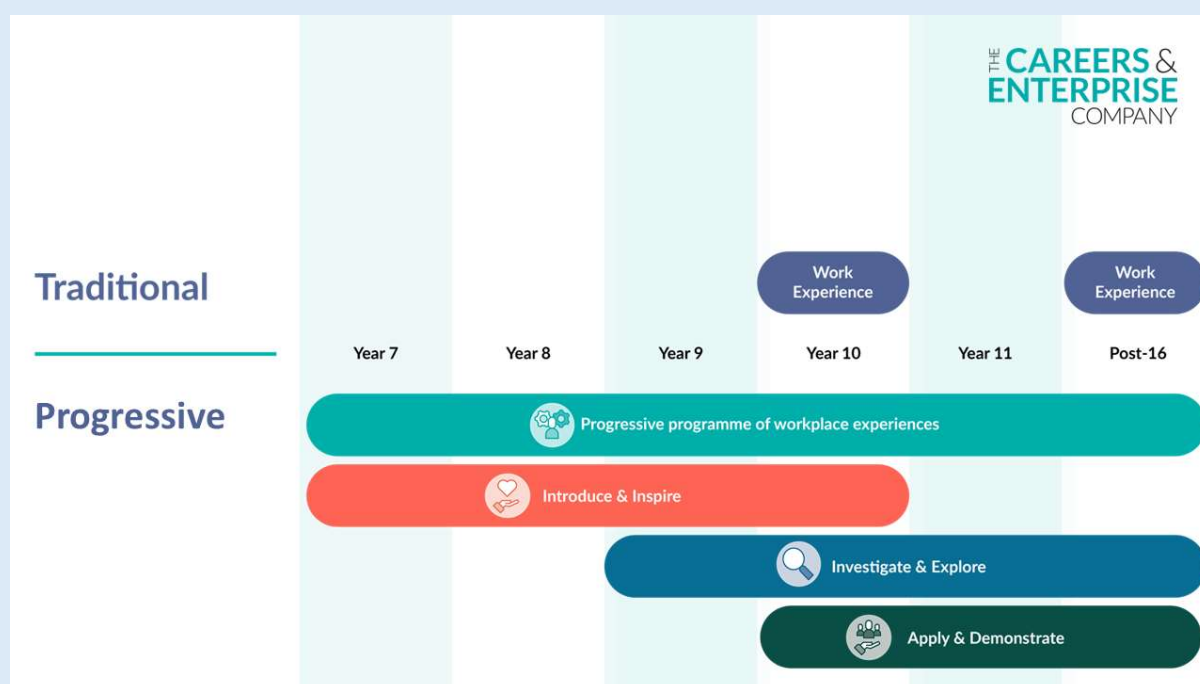
High quality work experience helps young people get ready for the world of work. When integrated into a structured careers programme - as defined by the Gatsby Benchmarks, work experience:

- Increases awareness of jobs and pathways [like apprenticeships](#).
- Builds confidence in key skills like [speaking and listening](#).
- Reduces the likelihood of a young person becoming NEET (Not in Education, Employment or Training) at [16](#) and [18](#).

Key features of Equalex include:

- **Quality:** A multi-experience model that uses learning objectives to join activity together during a young person's time at school.
- **Equity:** A minimum of 50 hours (two weeks' worth) of work experience - tailored days, blocked periods etc. - tracked at the learner and school level.
- **Flexibility:** Structured to support all types of school and business, including smaller employers.

For more information visit: [Equalex | The Careers and Enterprise Company](#)



If you would like to discuss building an Equalex programme or conducting an Internal Leadership Review, please contact your Careers Hub Enterprise Coordinator(s) Mark Turnbull and Toni Oatway, mark.turnbull@devon.gov.uk and/or toni.oatway@devon.gov.uk

[Meet the team - Devon, Plymouth & Torbay Careers Hub \(dptcareershub.co.uk\)](http://dptcareershub.co.uk)