

Careers Provision and Benchmark Performance Report

Headteacher report | Academic year 2025 to 2026

About this report

This report explains how the school or college's latest Compass findings may be used to support leadership discussion. The accompanying Benchmark Performance Report contains the detailed results against the eight Gatsby Benchmarks and identifies patterns across the three returns. Data in that report is correct as of 22 September 2026.

The two documents are intended to be read together. The benchmark report provides the evidence; this report outlines possible areas for consideration and signposts available support. Scores should be considered alongside the evidence behind each response, the school or college improvement plan and the needs of learners.

From evidence to improvement

Schools and colleges may find it helpful to review the evidence, consider an Internal Leadership Review, identify focused priorities and, where appropriate, explore peer-to-peer review.

1. Review the accompanying Benchmark Performance Report

The data and supporting evidence may help leaders consider:

- Strengths that should be maintained.
- Changes across the three Compass returns.
- Areas where further evidence or assurance may be useful.
- One or two priorities that may benefit from leadership attention.

2. Consider an Internal Leadership Review

An Internal Leadership Review can help leaders consider whether careers is led strategically and embedded across governance, curriculum, pastoral and SEND responsibilities, rather than relying on the Careers Leader alone.

If undertaken, the review is most useful when it involves the Careers Leader and the leaders and governors who share responsibility for these areas.

Potential outcome: The review may help establish a realistic view of current practice and identify a small number of priorities, with owners, success measures and review dates. Where appropriate, these could connect with the school or college improvement plan.

Resource: [Careers Impact Internal Leadership Review](#)

3. Identify focused improvement priorities

Where priorities are identified, leaders may wish to bring the Compass+ findings and Internal Leadership Review outcomes together in a focused plan. This could set out what may need to change, who could lead each action, how impact might be evidenced and when progress could be reviewed.

4. Explore peer-to-peer review

Where appropriate, peer-to-peer review can provide supportive external challenge after an Internal Leadership Review and improvement planning. Trained peers can help test assumptions and strengthen priorities. The Enterprise Coordinator can provide information about readiness and the local process.

Resource: [Careers Impact peer-to-peer review](#)

Additional evidence and support

The Future Skills Questionnaire (FSQ) remains an established source of learner insight. Leaders may also wish to be aware of two newer tools for 2025 to 2026: Your Child's Future and OnTrack+. These may provide additional evidence where relevant to an identified priority and should be considered alongside the appropriate guidance.

Future Skills Questionnaire (FSQ)

FSQ provides insight into learners' career readiness, including the knowledge, skills and attitudes that support successful transitions. Findings can help identify support needs, inform careers provision and review impact over time. FSQ is available through Compass+ for eligible settings with a compatible management information system connection.

Resource: [Future Skills Questionnaire resources](#)

Your Child's Future

Your Child's Future is a newer parent and carer questionnaire designed to explore knowledge, confidence and awareness of careers and pathways. Grouped findings may help inform communications, events and support around key decisions.

Resource: [Your Child's Future questionnaire and guidance](#)

OnTrack+

OnTrack+ is a newer early-insight feature intended to help identify emerging learner support needs. It is available through Compass+ for eligible settings with a compatible management information system connection. Settings considering its use should review the practice guidance, permissions and data responsibilities.

Resource: [OnTrack+ Practice Guide](#)

Support available

Norfolk & Suffolk Careers Connected

Careers Connected can support careers activities, work-based learning and partnership working with employers, particularly where priorities relate to Benchmarks 5 and 6.

Platform: [Norfolk & Suffolk Careers Connected](#)

Careers and Enterprise Academy

The Academy provides online learning for Careers Leaders, senior leaders, governors, SENDCOs and colleagues who contribute to careers provision.

Learning: [Careers and Enterprise Academy](#)

Support from the Careers Hub

The Enterprise Coordinator can provide information, discuss the findings and signpost relevant support where this would be helpful. This may include careers strategy, statutory requirements, labour market information, Compass+, curriculum links, employer encounters, workplace experiences, education and training encounters, and personal guidance.