

Brook Academy
Careers Education Progression Report & Leadership Update
May 2025

Dear Kay,

We write to you today with your spring term update from the Gloucestershire Careers Hub. Our hub provides a fully-funded service committed to working with schools and colleges to create sustainable, impactful careers programmes using the Gatsby Benchmark framework, and aligning to Gloucestershire's local priorities.

With the [new statutory guidance](#) setting out the legal requirements for careers education published by the DfE recently, we wanted to take this opportunity to highlight some of the key tools, opportunities and bespoke support available from our careers hub team.

This report also provides an overview of your school performance against the Gatsby Benchmark standards for careers education, as well as an overview of how we are doing as a county.

Gloucestershire Performance Overview and Next Steps

This year we continue to see huge improvements in the quality of careers education across Gloucestershire with many of our schools and colleges trialling new approaches with local employers such as drop-down days that offer students multiple and bespoke employer-based experiences and networking breakfasts for employers held in school. These initiatives help foster better community cohesion and open the door to more opportunities for learners as they become leavers. We have also seen many more of our teachers benefit from our bespoke employer-led Teacher Encounter programme.

This academic year we also introduced a pilot of the national [Careers Impact System](#) developed by the DfE's Careers and Enterprise Company. This has enabled a selection of our schools and colleges to undertake an 'internal leadership review' of their careers provision. We are very excited to be running our first peer-to-peer reviews later this term, where we will be able to facilitate further support and challenge and share good practice and ideas across different institutions.

We are pleased to see that more of our schools are now regularly using the [Future Skills Questionnaire](#) (FSQ) with students from year 7 to year 13. This free tool has enabled many local schools to capture learner voice and gain insights to help evaluate the quality and impact of their careers provision. For schools using this tool we are now able to provide a local and national data comparison to help you benchmark your individual scores against national and local averages.

Finally, we were thrilled to have so many of our schools and colleges present at the Careers Leadership Conference in January. Delegates heard about new national priorities from the CEO of the Careers & Enterprise Company and explored the prospect of the government's key ambition; to deliver 2 weeks' worth of work experience for every young person between year 7 and year 11 from September 2026, with a mixture of employer-based activities and placements offered throughout their school journey. We will work closely with all our schools over the coming year to help facilitate progress in this area.

On page 2 you can view your individual school summary of performance to date against the 8 Gatsby Benchmarks. We have access to a wide range of resources and tools that can help support the school to meet benchmarks.

Gatsby Benchmark Progression Report for Brook Academy

Benchmark

1

A stable careers
programme

Benchmark

2

Labour Market
Information

Benchmark

3

Addressing needs of
each pupil

Benchmark

4

Careers in the
curriculum

Benchmark

5

Encounters with
employers

Benchmark

6

Encounters with
workplaces

Benchmark

7

Encounters with FE and
HE

Benchmark

8

Personal guidance

The Department for Education expects schools and colleges to achieve all 8 Gatsby Benchmarks, prioritising Benchmark 1 “a stable careers programme” in the first instance, as this underpins the achievement of all other Benchmarks.

The data here is an overview of your school’s last Compass evaluation which took place in the Spring term of 2025. In order to access support and government funded opportunities, schools and colleges must complete one of these evaluations three times a year (once a big term).

This data shows your school’s current performance and includes comparisons across Gloucestershire and nationally.

Overall Performance

Date of latest Compass Evaluation	31 March 2025
Total number of benchmarks fully achieved by May 20205	8
National Target set by the DfE 2024/25	6 Benchmarks
Gloucestershire average May 2025	5.6 Benchmarks
National average May 2025	5.9 Benchmarks

Yearly Comparison

Total number of benchmarks fully achieved by end of Term 2 2024	6
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Benchmark Performance Details

Benchmark	Percentage of benchmark standard achieved so far this year
Benchmark 1	100%
Benchmark 2	100%
Benchmark 3	100%
Benchmark 4	100%
Benchmark 5	100%
Benchmark 6	100%
Benchmark 7	100%
Benchmark 8	100%

If you would like to discuss the content of this communication or how we can support you and your team, please do not hesitate to contact your dedicated Enterprise Coordinator via email vanessa.hull@gloucestershire.gov.uk or by phone on 07391018175

Thank you!