<u>Evaluation of Careers</u>

The careers team are benchmarked in a variety of ways. First and foremost, we use Gatsby benchmarking to check alignment and performance of the service against national expectation. Gatsby Benchmarks are a nationally-used set of steering criteria for high quality careers information, advice and guidance. More information is available here:

https://www.gatsby.org.uk/education/focus-areas/good-career-guidance

and here:

https://www.careersandenterprise.co.uk/schools-colleges/gatsby-benchmarks

In benchmarking, we work in tandem with the Careers and Enterprise Company which has a remit to, "facilitate a world-class careers education, inspiring and preparing young people for the world of work." Benchmarking is performed annually with an assessment of how far we are on the way to meeting the eight Gatsby strands and an evaluation of any progress or impacts since the last review. The next evaluation is due October 2021.

Secondly, the careers team are evaluated annually in early autumn term through a self-assessment, based on the standard college procedure. This evaluation reviews performance against expectations and strengths and weaknesses through the preceding year. Following self-assessment, a quality improvement plan is put in place to address any weaknesses sequentially over the year.

Thirdly, we use learner voice to benchmark – surveying learner opinion on the support given through this service. Results of learner surveying, which occurs in a variety of formats and at a variety of points in the annual cycle, are used to adapt and improve the service where needed.

Finally, we use progression measures to establish and evaluate the success of the service. For example, the percentage of learners who progress to Higher Education (HE), to prestige HE destinations, or to positive destinations in general – these being HE, Further Education, employment or an apprenticeship. Our progression statistics are benchmarked against national and sector averages and also reviewed in the local context.