



Cornwall & the Isles of Scilly

CAREERS HUB

**Careers Education Progress Report
Wadebridge School
2024/2025**

Foreward

Careers Education: Supporting Schools and Employers Through Change

For the past ten years, the Gatsby Benchmarks have provided the national framework for measuring the quality of careers education in schools and colleges, with the Compass evaluation tool enabling us to track progress year-on-year.

This year marks a pivotal moment for careers education in Cornwall and across the country. With the Department for Education's updated statutory guidance (May 2025), the continued rollout of the [Careers Impact System](#), refreshed [Gatsby Benchmark criteria](#), the launch of The Careers and Enterprise Company's new [Equalex learning framework](#) for modern work experience, and the [Employer Standards Framework](#), we are entering a new phase – one that is closely aligned with, and designed to strengthen, the priorities of schools and colleges.

From October 2025, the Compass Evaluation will be reset to reflect the revised benchmarks. This reset is not a loss of progress but the beginning of a new chapter—one that connects national expectations with the realities schools face, ensuring careers education remains relevant, inclusive, and impactful.

The revised Gatsby Benchmarks bring sharper focus to:

- **Leadership and whole-school culture** – aligning careers with Ofsted priorities and driving school improvement.
- **Inclusion and equity** – ensuring every young person, including those with SEND or from [under-resourced backgrounds](#), have tailored support that can help improve attendance and behaviour.
- **Engaging with parents and carers** – building stronger home-school links to improve student motivation and participation.
- **Developing meaningful encounters with employers and workplace experiences** – raising aspirations, reducing disengagement, and preparing students for future pathways.
- **Smarter use of information and data** – reducing staff workload while giving leaders clear evidence of impact.

By embedding careers education into the heart of school life, Headteachers can:

- ✓ Improve attendance by giving students clearer purpose and motivation.
- ✓ Support behaviour and wellbeing, as pupils see the relevance of their learning to real futures.
- ✓ Strengthen Ofsted readiness, with careers education contributing directly to inspection frameworks particularly in the areas of personal development, inclusion, and leadership.
- ✓ Lighten the workload of staff by providing structured frameworks, resources, and external expertise.
- ✓ Build stronger community and employer links, opening opportunities for learning that schools cannot deliver alone.



The Careers Hub CloS will continue to provide schools and colleges with practical and strategic guidance, resources, and a full training and events programme to support this transition.

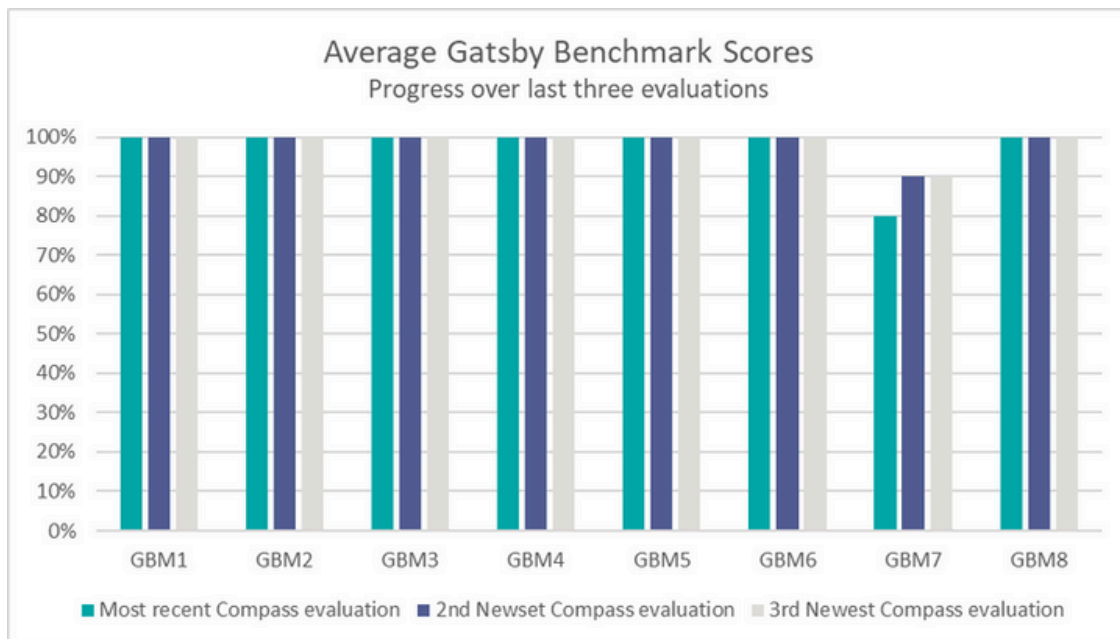
As the new framework comes into effect, our collective goal remains the same: ensuring every young person in Cornwall develops the skills, confidence, and opportunities to thrive in work and life – while helping schools meet the challenges they face today.

Your Compass Progress

Progress Over The Last Three Evaluations

Evaluation Period	No. of Benchmarks Achieved	Notes
Summer 2025	→ 7	Your score remains steady but data shows a slight decrease for AET pathways particularly in KS3, but a slight rise in KS4. ITPs is another area for development in KS3.
Spring 2025	→ 7	No change.
Autumn 2024	→ 7	BM scores remain steady at 7.

Gatsby Benchmark Breakdown for 2024-25



The [Future Skills Questionnaire](#), now with additional features, helps schools assess the impact of their careers provision and pinpoint areas for improvement. It provides reliable data, gathered from student voice, to guide targeted action and strengthen your careers strategy. Your school is already utilising the surveys; find out how to easily create custom reports to identify and target specific cohorts [here](#)

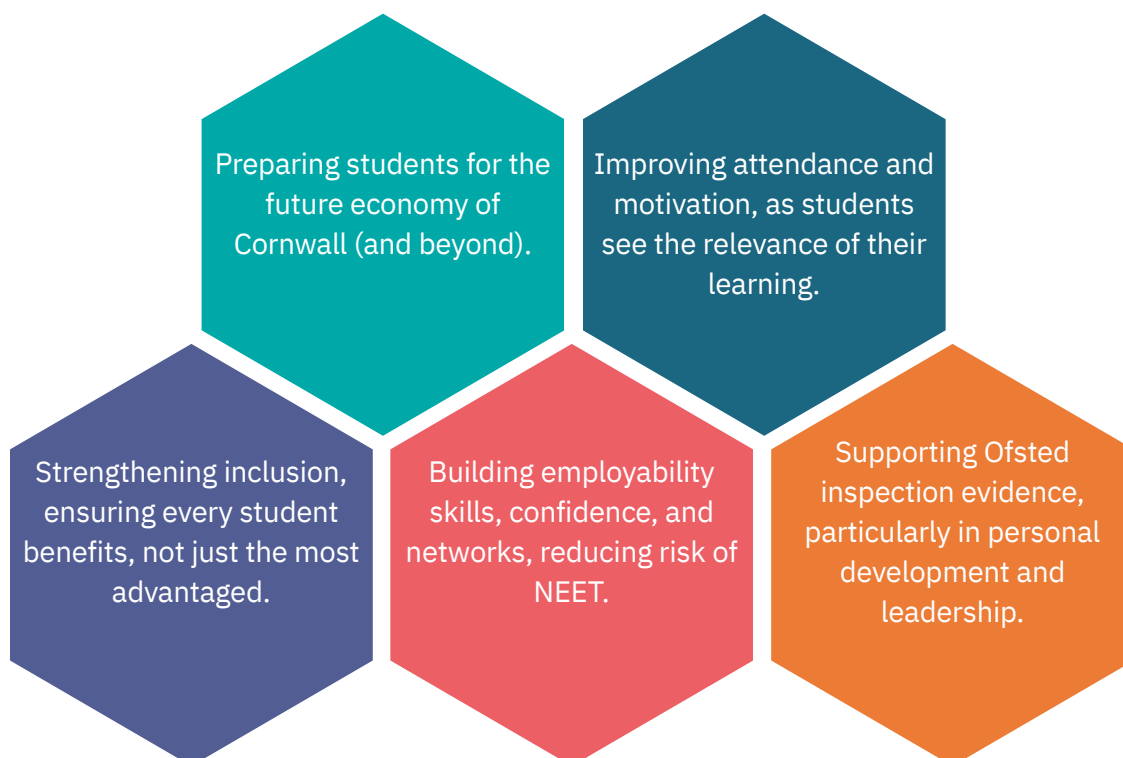
Equalex Learning Framework - Preparing Students for the Future

What is Equalex?

Equalex is more than a framework for work experience – it is a comprehensive **learning framework** that **underpins all activities** within a careers programme. It helps schools structure progressive, high-quality career learning across multiple experiences, ensuring every student can access and benefit from meaningful encounters with the world of work.

From September 2026, all students will be entitled to the equivalent of two weeks (50 hours) of quality work experience. The Equalex framework supports education leaders and employers to achieve an equitable, high-quality approach to work experience - helping young people gain the knowledge, skills and behaviours they need to make informed decisions to take their best next step.

Equalex supports schools and colleges in tackling key priorities:



Our Local Approach

In Cornwall, we are focusing on **evolution**, not **revolution**. The shift to 10 day's worth of work experience will take place gradually over the next three to four years, giving schools and colleges time to adapt and embed new practice.



How Senior Leadership Teams Can Prepare:

- **Introduce** clear learning objectives to existing Key Stage 4 work experience.
- **Pilot** one new initiative at Key Stage 3 to test and refine approaches.
- **Continue** to review existing trips, visits, and placements so they align with the new standards.
- **Expand** opportunities across a wider range of Cornwall's core and growth sectors.
- **Support** teachers and careers leaders with training, resources, and employer connections.
- **Measure** both the quality and impact of these experiences to ensure long-term benefit.

By taking this phased and practical approach, we can build on what's already working, while making sure every young person in Cornwall gains access to meaningful experiences that prepare them for the future.

Careers Education Roadmap

Advice for the Senior Leadership Team

It takes a *whole school* to embed careers education

1. Strengthen Leadership & Impact

- Complete an Internal Leadership Review with your Careers Leader, SLT and Enterprise Adviser (if you have one). Speak to your Enterprise Coordinator to discuss ways in which you could include student voice too.
- Book (via our website) to join a Peer-to-Peer Review with two other schools.
- Use the Careers Impact System to track intent, implementation, and outcomes.

2. Embed Careers in the Curriculum

- Align your school vision for careers to curriculum areas.
- Involve heads of faculty and use internal quality assurance to monitor delivery.
- Support teachers and careers leaders with relevant and strategic training through The Careers and Enterprise Academy and Excellence Seminars.

3. Prepare for Modern Work Experience

- Plan timetable space and staff capacity in 2026-27 and invite the Careers Hub CloS.
- Be ready to deliver 10 days of meaningful work experience for every student in the next 4 years.

4. Engage Employers & the Community

- Take a whole-school approach to employer engagement.
- Build and maintain networks with businesses, professionals, and volunteers.
- Set up clear communications to bring role models and experiences into school, and find ways to engage parents and carers.

5. Measure Student Skills & Outcomes

- Roll out the Future Skills Questionnaire (FSQ) at key transition points (Years 7, 10-11, 12-13, SEND).
- Use FSQ insights to identify gaps, tailor support, and evidence impact.
- Capture and analyse student destination data to help evidence the impact of your careers strategy and programme.

6. Invest in Continuous Improvement

- Access training, resources, and events through the Careers Hub CloS
- Share practice and learn from other schools in the network by attending the Cluster Meetings.

All events are listed on the Careers Hub Website



Careers Leaders – Online Cluster Meeting

October 15th, 2025 @ 3:30 pm - 4:45 pm

<https://careershubcornwall.co.uk/event/careers-leaders-continuous-improvement-of-careers-online-cluster-meeting/>

Careers Impact Peer to Peer Review – January 2026

January 12, 2026 - January 16, 2026

<https://careershubcornwall.co.uk/event/careers-impact-system-peer-to-peer-review-january-2026/>

Careers Leaders – Online Cluster Meeting

January 21, 2026 @ 3:30 pm - 4:45 pm

<https://careershubcornwall.co.uk/event/careers-leaders-cluster-meeting-3/>

Careers Hub Summit

February 26, 2026 @ 9:00 am - 2:30 pm

<https://careershubcornwall.co.uk/event/careers-hub-summit/>

Careers Leaders – Online Cluster Meeting

April 29, 2026 @ 3:30 pm - 4:45 pm

<https://careershubcornwall.co.uk/event/careers-leaders-online-cluster-meeting-4/>

Careers Impact Peer to Peer Review – April 2026

April 20, 2026 - April 24, 2026

<https://careershubcornwall.co.uk/event/careers-impact-system-peer-to-peer-review-january-2026-2/>

Careers Leaders – Online Cluster Meeting

July 8, 2026 @ 3:30 pm - 4:45 pm

<https://careershubcornwall.co.uk/event/careers-leaders-online-cluster-meeting-5/>

Careers Impact Peer to Peer Review – July 2026

July 13, 2026 - July 17, 2026

<https://careershubcornwall.co.uk/event/careers-impact-system-peer-to-peer-review-july-2026/>



Cornwall & the Isles of Scilly

CAREERS HUB

Thank you

Thank you for continuing to work with us and we hope to see you at our **Hub Summit on the 26th Feb 2026.**

Get in touch

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