

Results

24 January 2025

Norton College Tewkesbury

Your results show your progress in achieving the eight Gatsby Benchmarks.

Compass evaluation results help you to identify strengths and discover areas for improvement within your careers provision.

Benchmark 1

A stable careers programme

94%

Your school has met 94% of the 17 assessment areas in benchmark 1

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, teachers, governors and employers.

Your whole-school careers programme:

Achieved?

Is written down	✓
Is approved by the board of governors	×
Has the explicit backing of senior leadership	✓
Has resources allocated to it	✓
Has systematic monitoring in place	✓
Has both strategic and operational elements	✓
Is published on your school's website	✓
Is on the school's website with information aimed specifically at:	

Your whole-school careers programme:

Achieved?

Students



Teachers



Employers



Parents/Carers



Is evaluated for effectiveness at least every 3 years



Is evaluated using systematic feedback from:

Students



Teachers



Employers



Parents/Carers



Has an identified lead individual with strategic responsibility for overseeing the programme



Resources for delivering Gatsby Benchmark 1

Access our Resource Directory to help you achieve this Gatsby Benchmark.

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Your previous score

Jul 2024

41%

Benchmark 2

Learning from career & labour market information

100%

Your school has met 100% of the 2 assessment areas in benchmark 2

Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

Your school:

Achieved?

Ensures the majority of students have used up-to-date and appropriate career & labour market information to help inform career/progression paths.



Encourages parents and carers to use labour market information, future study options and career or transition pathways to aid the support given to their children.



Resources for delivering Gatsby Benchmark 2

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Your previous score

Jul 2024

0%

Benchmark 3

Addressing the needs of each pupil

90%

Your school has met 90% of the 7 assessment areas in benchmark 3

Advice and support should be tailored to the needs of each pupil. Keeping good records of pupils and their destinations after school will help.

Your school:

Achieved?

Provides a careers programme that:

Raises aspirations of all students



Challenges stereotypical thinking (In terms of gender etc)



Your school:	Achieved?
Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school	✓
Shares above mentioned data with the local authority	✓
Keeps systematic records on each pupils' experiences of career and enterprise activity, and decisions on future pathways	✓
Enables pupils to access accurate record about their careers and enterprise experiences, and decisions on future pathways	×
Works pro-actively with the local authority and careers advisers to provide careers guidance to students.	✓

Resources for delivering Gatsby Benchmark 3

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Your previous score Jul 2024 **81%**

Benchmark 4

Linking curriculum learning to careers

12%

Your school has met 12% of the 4 assessment areas in benchmark 4

Careers and enterprise education should be part of and included in a pupil's standard lessons, linking curriculum to real-world career paths.

Your school:	Achieved?
All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of:	
English lessons	×

Your school:	Achieved?
Maths lessons	×
Science lessons	×
PSHE lessons	In progress

Resources for delivering Gatsby Benchmark 4

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Your previous score

Jul 2024

25%

Benchmark 5

Encounters with employers & employees

100%

Your school has met 100% of the single assessment area in benchmark 5

All pupils should have encounters with employers and employees that result in a better understanding of the workplace and the potential career paths open to them.

All/the overwhelming majority of pupils:

Achieved?

Have at least one meaningful encounter with an employer every year they are at your school



Resources for delivering Gatsby Benchmark 5

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Find an Activity Provider to help you achieve this Gatsby Benchmark.

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Your previous score

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25%

Benchmark 6

Experiences of workplaces

25%

Your school has met 25% of the 2 assessment areas in benchmark 6

It's important for pupils to experience the workplace environment to understand the context in which they could one day be working.

All/the overwhelming majority of pupils:

Achieved?

Have had a meaningful experience of a workplace or community based setting by the end of year 11

In progress

Have obtained a meaningful experience of a workplace or community-based setting during years 12 and 13 (or above 13 if applicable)

In progress

Resources for delivering Gatsby Benchmark 6

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Find an Activity Provider to help you achieve this Gatsby Benchmark.

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Your previous score

Jul 2024

25%

Benchmark 7

Encounters with further and higher education

50%

Your school has met 50% of the 4 assessment areas in benchmark 7

Careers provision should cover further and higher education as well as potential professions. Pupils should have encounters with these organisations whilst at school.

By the time they leave school all/the overwhelming majority of pupils:	Achieved?
Have had meaningful encounters with sixth form colleges	In progress
Have been provided with information about the full range of apprenticeships	✓
Have had meaningful encounters with further education colleges	In progress
Have had meaningful encounters with independent training providers	In progress

Resources for delivering Gatsby Benchmark 7

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Your previous score Jul 2024 **62%**

Benchmark 8

Personal guidance

100%

Your school has met 100% of the 2 assessment areas in benchmark 8

Every student should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level.

All/the overwhelming majority of pupils:	Achieved?
Have had an interview with a professional and impartial careers adviser by the end of year 11	✓

All/the overwhelming majority of pupils:

Achieved?

Have had at least two interviews with a professional careers adviser by the end of year 13 (or above year 13 if applicable)



Resources for delivering Gatsby Benchmark 8

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Your previous score

Jul 2024

100%

