

1

Read our summaries of the Statutory Guidance
View at-a-glance checklists and guides for
Education Leaders

2

**Take a short course on how to meaningfully
achieve the 8 Gatsby Benchmarks**
Access via The Careers & Enterprise Academy

3

Plan a Careers Impact internal leadership review
Find out more about this new approach to
driving impact across careers education

4

**Complete your Compass evaluation for this
academic year**
Find out more about completing a Compass
evaluation and the four supplementary questions
for GBM6

5

Learn more about modern work experience
Read about government's commitment to modern
work experience and what it means
for educators

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Implementing the updated benchmarks

The benchmarks are non-statutory, but support schools and colleges in:

- meeting their legal and contractual careers requirements
- acting as an improvement tool for institutions to ensure every learner benefits from the very best careers guidance

This statutory guidance is structured around what schools, colleges and ITPs should do to deliver against the updated benchmarks. All institutions are strongly encouraged to begin planning as soon as possible to embed the updated benchmarks into their practice, before implementing them from September 2025.

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Compass evaluation development

Feb 2023 to
Oct 2024



Gatsby Review
conducted

Nov 2024



Gatsby 10 Review
published

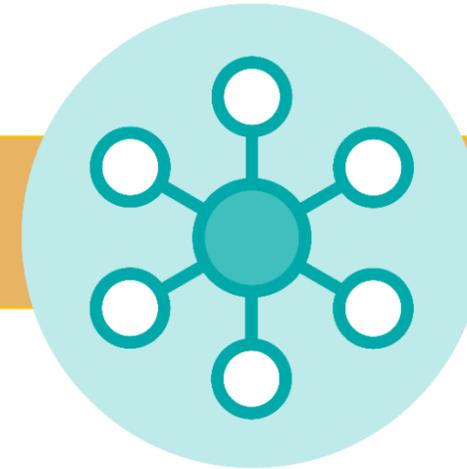
May 2025



Updated Statutory
guidance for
Careers

Supplementary
questions about work
experience guarantee
added to Compass
evaluations (GBM6)

Sept 2025



Updated Compass
evaluation support
package launch

In the period between September 2025 to October half-term, a comprehensive programme of support including guidance and resources will be available to Hubs, schools and colleges to support preparation for the completion of the updated Compass evaluation.

Oct 2025



Updated Compass
evaluation live in
Compass/Compass+

The Gatsby Benchmarks have been updated as part of a continuous improvement effort to ensure career guidance remains meaningful, inclusive, and aligned with the evolving needs of young people and the modern workforce.

Compass evaluation update

The updated Gatsby Benchmark requirements along with the updated statutory guidance, implementable from September 2025, aim to raise standards and close gaps, with a sharper focus on vulnerable students to ensure meaningful, tailored guidance for all.

To match these higher standards, the Compass evaluations have been developed with an expert-led approach, including through a rapid pilot testing exercise with 47 institutions and external cognitive testing with Careers Leaders.

The new Compass evaluation will be available from October half term in both Compass and Compass+.

Compass evaluation completions (from October 2025) will establish a new baseline and identify areas to prioritise support and target resources to build confidence across institutions.

Testing has identified that fully achieving each benchmark will be more challenging — creating a ‘data reset’ moment across the system, where Gatsby Benchmark scores will recalibrate.

While some updated questions may take time to fully embed- especially around more meaningful definitions- many can be supported quickly through practical guidance and resources, helping institutions continue to make strong progress.

The upcoming Compass evaluation completion deadline (31 August) is the final opportunity to capture a full decade of progress, from as many institutions as possible, before the data system resets.

