

## Gatsby Benchmark 3 - Addressing the needs of each student

Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.

### Requirements:

- A school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations.
- Schools should keep systematic records of the individual advice given to each pupil, and subsequent agreed decisions.
- All pupils should have access to these records to support their career development.
- Schools should collect and maintain accurate data for each pupil on their education, training or employment destinations for at least three years after they leave the school.



## FAQs

### 1. Why is the Compass tool asking for three years of destination data if it is not a statutory requirement from the DfE? Schools do not have capacity to collect this data.

Our Compass tool was developed in partnership with the Gatsby foundation to assess a school's performance against the Gatsby benchmarks which state for 'Schools should collect and maintain accurate data for each pupil on their education, training or employment destinations for at least three years after they leave the school.' The benchmarks set a high standard of career guidance based on international research and best practice. DfE have recognised that this may be difficult for some schools but encourage schools to begin to put processes in place that will help them make better use of destination data. For ideas on how this can be achieved please refer to the [DfE Good Practice Guide](#).

### 2. Do I need consent from the student to track their destination?

For a school to track a student's destination after 16 years old, they will need the young person's consent (unless the student is at a school sixth form, in which case the school does not need consent).

It is recommended that schools routinely seek consent from their students in Year 11 to collect and maintain information on them once they have left school. Young people can give consent from the age of 14. The DfE created [a template in their best practice guide](#) which you can tailor for your school.

### 3. Do schools still have a statutory obligation to report intended destinations to their Local Authority?

Schools and colleges must report on the intended destinations of Year 11 and 12 students as part of the September guarantee process. Each LA must ensure that every young person has a secured place in an education or training provider up to the age of 18. Each LA has a different timeline and process for this so please check with your own LA.

### 4. What is the best way to achieve/maintain accurate and long-term tracking without investing in an expensive system?

There are a number of ways to collect destination data that are not too labour intensive. You could consider:

- Setting up a group to manage communication with students after they leave. If you are doing this for a single institution, then setting up a LinkedIn group for each cohort you leave may be effective.
- Set up an alumni survey process to gather data once students have left your school.
- Put in place data sharing agreements with your local colleges, universities and local authorities to find out if your leavers have enrolled in their institutions.