

# Understanding changes to the Gatsby Benchmarks

## Stakeholder briefing

The Gatsby Benchmarks provide a robust, evidence-based, guide on how schools, colleges and other educational organisations can deliver career guidance programmes. They were developed in 2014 by the Gatsby Charitable Foundation.

School, colleges and other educational institutions have now been using these Benchmarks for a decade. Any educational institutions that you have engaged with, have probably mentioned the Benchmarks and may even have told you about how many of the eight Benchmarks they meet.

### The eight Gatsby Benchmarks of Good Career Guidance are:



1. A stable careers programme



2. Learning from career and labour market information



3. Addressing the needs of each young person



4. Linking curriculum learning to careers



5. Encounters with employers and employees



6. Experiences of workplaces



7. Encounters with further and higher education



8. Personal guidance

Over the last year, the Gatsby Charitable Foundation have reviewed the Benchmarks and made a number of changes to them. This document sets out the answers to some of the questions that you may have. There is further information available on the [Gatsby website](#). But it is important to discuss this with the educational institutions that you work with to find out more.

## Frequently asked questions

<b>Why have the Benchmarks been changed?</b>	To ensure that they are fit for purpose for the contemporary world and that they continue to be informed by the best evidence available.
<b>What has changed?</b>	Overall, the structure of the Benchmarks remains stable, but the review has strengthened them in several areas related to strategy and leadership, the use of career information and data, the best way to organise employer encounters and the increased involvement of parents and carers.
<b>Do educational institutions have to pay attention to this?</b>	Yes, the changes to the Gatsby Benchmarks have been endorsed by the Government and are included in the latest version of the <a href="#">statutory guidance</a> .
<b>How are the Gatsby Benchmarks monitored?</b>	Many educational institutions use an online tool called the <a href="#">Compass evaluation</a> to self-evaluate their careers programmes. This tool is being updated to the revised Benchmarks and will be available from November 2025.
<b>Will this change the number of Benchmarks that educational institutions are able to meet?</b>	Yes, as the Compass evaluation has been redesigned it may mean that the number of Benchmarks that an institution meets changes. So, a programme that was successfully achieving eight Benchmarks in the past, could now achieve fewer.
<b>Does this mean that the quality of careers provision is changing?</b>	Yes, the new Benchmarks are more demanding. This should mean that the overall standard of careers provision continues to rise.
<b>Will it be possible to compare the number of Benchmarks that educational institutions meet with the number that they met in the past?</b>	<p>Educational institutions will have to be careful in the way they make comparisons. The overall 'score' will not be directly comparable, but they will still be able to look at older data and make comparison at the sub-Benchmark level.</p> <p>The Careers &amp; Enterprise Company produces an annual national summary of how educational institutions are doing in relation to the Gatsby Benchmarks. It will be undertaking further analysis in spring 2025/26 to ensure that we are able to continue to make a national comparison over time.</p>
<b>How should educational institutions engage with the new Benchmarks?</b>	The new Gatsby Benchmarks provide educational institutions with the most robust and evidence-based framework so far. Schools and colleges that have been using the existing Benchmarks will find that it will only require a modest evolution of their programme to meet the new requirements. They should use the Compass evaluation to help guide this process of improvement.
<b>How can educational institutions access resource and support with meaningful achievement of the updated Gatsby Benchmarks?</b>	Education institutions can explore key updates to the Gatsby Benchmarks and access essential resources, including the Gatsby Benchmark Toolkits, to support effective implementation on The Careers & Enterprise Company's dedicated <a href="#">Resource Directory page</a> .