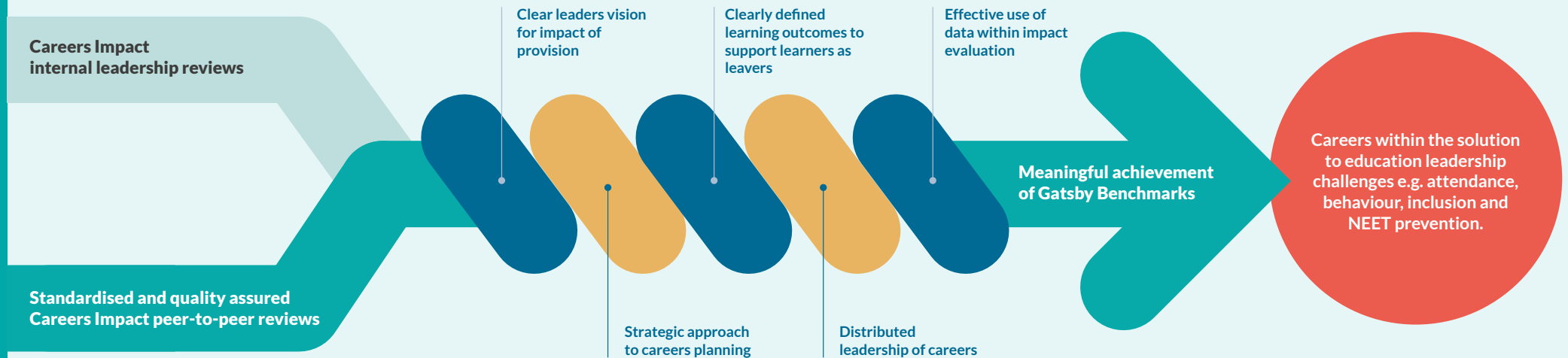


# Careers Impact peer-to-peer review: A strategic opportunity

The Careers Impact peer-to-peer review is an evidence-based mechanism that strengthens leadership engagement and positions careers as a strategic driver of improvement.

The review process has quality at its core, helping to identify the root cause of persistent leadership challenges, ensuring improvements are sustainable, and providing the strategic building blocks needed for long-term impact.



## Careers Impact peer-to-peer review: A strategic opportunity

Leadership participation will enable you to:

### 1. Strengthen strategic leadership

- Gain clear, external insight and quality assurance of the effectiveness of careers leadership and provision, ensuring alignment with the careers vision and intent
- Explore how careers contributes to wider improvement priorities through a universal, targeted and personalised approach
- Build distributed leadership so careers is strategic, and sustained over time

### 2. Improve quality & consistency

- Access guided facilitation and peer expertise to deepen understanding of effective Gatsby Benchmark implementation
- Benefit from an impartial, structured peer led process that supports robust, ongoing conversations about quality, impact and improvement
- Strengthen internal quality assurance, ongoing impact evaluation and continuous improvement

### 3. Celebrate success & drive impact

- Recognise strengths, celebrate effective practice, and build strong inspection readiness with clear evidence of intent, implementation and impact
- Use review findings to shape a focused, evidence-based improvement plan aligned to strategic priorities
- Inform long term decisions on leadership, capacity, and resources for careers to enhance learner engagement and outcomes, particularly for disadvantaged learners

### Value of Careers Impact peer-to-peer reviews:

A Career Impact peer-to-peer review:

- **Offers an impartial, structured reflection led by trained facilitators and sector peers resulting in actionable recommendations to support development planning.**
- **Aligns directly with improvement priorities, not just careers-specific targets.**
- **Supports governance, accountability, and an evidence base for inspection and quality assurance.**

### Leaders say:

**“This has been such a powerful experience that has highlighted the importance of careers to overall improvement. The Careers Impact peer-to-peer review created the opportunity to discuss careers at strategic level and positioned it firmly within our whole school development planning.”**

**Assistant principal 2025**



### Next Steps

- [Start your Careers Impact internal leadership review](https://www.careersandenterprise.co.uk/educators/careers-impact-system)  
Visit: [www.careersandenterprise.co.uk/educators/careers-impact-system](https://www.careersandenterprise.co.uk/educators/careers-impact-system)
- Speak to your local Careers Hub: they can support you in preparing your leadership team for engagement and in joining a Careers Impact peer-to-peer trio.
- Encourage leadership engagement - [Embedding Careers in Strategic Improvement](https://academy.careersandenterprise.co.uk)  
Visit: [academy.careersandenterprise.co.uk](https://academy.careersandenterprise.co.uk)
- Find out more [here](https://resources.careersandenterprise.co.uk/resources/engaging-education-leaders-peer-peer-review-process)  
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