

WINCHMORE SCHOOL CAREERS PROGRAMME - ASSESSMENT AND IMPACT ON PUPILS

Introduction

The Gatsby Benchmarks were updated in 2025 to strengthen key areas like leadership, inclusion, data use, and parental engagement.

Schools and colleges are encouraged to self-report their progress against the benchmarks each term, with a focus on impact, inclusion, and data-informed improvement.

These guidelines form the basis of the assessment and evaluation process of the Careers Programme at Winchmore School

In keeping with our ethos, that careers is a whole school approach, the school endeavours to receive feedback and evaluation at all Careers events from the following groups where applicable:

- Students
- Staff
- Governors
- Parents, carers and guardians
- Alumni
- Employers
- Other providers
- Outside speakers
- Enterprise Adviser

Evaluation and assessment can be in varying formats such as:

- Verbal
- Written evaluation forms
- Group feedback

In addition any students interviewed on a one to one basis with our Careers Adviser are asked to complete an Evaluation Form at the end of the interview. They are asked to state what impact the interview has had on their career and pathway choices.

Assessment and Impact

It is important that feedback and evaluation is received for all Career events so that the impact on students can be assessed. All evaluations and assessments are used at our review meetings to improve the Careers programme at Winchmore School

Once all feedback information has been received it is initially discussed by the Careers team.

All events are then discussed with a member of the leadership Team and should further analysis be required the results are discussed with the Senior Leadership Team

Should the Head teacher feel that it is necessary there is a pathway available to discuss any information with the school governors

All opinions are considered and any suggestions are reviewed through this process and consideration is given as to how the impact of the school's careers programmes and events can be improved to provide a better service to students, staff and parents and carers at the school.

Through a number of avenues including the School Council and Tutor group time students are able to give feedback as to what they feel is the impact of the Careers programme on their career and pathway choices.

LPPA

Winchmore School has received the Leading Parent Partnership Award and information on the Careers programme is included in the information submitted for the Award. One of the criteria for this Award is that a school must consider the involvement of parents, carers and guardians in the school and also consider and report on how their opinions are gathered. Reference must also be made as to how feedback is evaluated and what course of action would be considered necessary as a direct result of feedback received.

Review July 2026

