

**WEST LONDON
CAREERS HUB**



West London Careers Hub
delivered by
Education Development Trust

WEST LONDON CAREERS HUB

Hillingdon Institutions – Overview

- Total institutions in Hillingdon: 29
- Mainstream institutions: 22
- AP: 1
- SEND: 5
- Further Education: 1



Hub Data Hub: All Enterprise Coordinator: All Current CEC Type: All FSM Quartile: All Data as of end of December 2023

Number of Eligible Schools
29

Institutions in hub
29

Institutions in hub %
(Target = 95%)
100%

Hub Compass return progress

● Before this Term ● Last Term



This term %
83%

Upgraded to Compass+ (Target = 80% eligible schools)

80%

% FSQ completions > 100 (Target = 20%)
4%

FSQ 23/24 Completion by number of institutions and Pupils

No of institutions	No of Pupils
1	328

Number of EAs in Post vs Recruitment Target

No of EAs in Post	Target
142	25

% Inst receiving EA Support this ac yr (Target = 80%)
69%

BM Performance

- 90% of all institutions in Careers Hubs achieving at least 3 Gatsby BMs
- At least 20% of institutions in a Careers Hub achieving all 8 BMs
- 5.5 average performance against the Gatsby Benchmarks across Careers Hubs

Number of BMs Achieved

BMs	Institutions	% of total
0	1	3%
1	1	3%
2	1	3%
3	3	10%
4	2	7%
5	6	21%
6	6	21%
7	3	10%
8	6	21%
Total	29	100%

Floor Targets

Floor Targets	Inst.	% of total
Achieving	26	90%
Failing	3	10%

BM required to reach Target

6

BM Achievement by Inst. Type

Current CEC Type	AVG BM	BM5	BM6
SEND	5.6	80.0%	80.0%
Mainstream	5.2	86.4%	50.0%
AP	8.0	100.0%	100.0%
Total	5.4	85.7%	57.1%

Avg BMs Achieved (this selection)

5.3

National Avg BMs Achieved

4.9

BM Achievement by FSM Quartile

Quartile	Average BMs	BM5	BM6
Q4	7.0	100.0%	100.0%
Q2	5.4	90.0%	50.0%
Q3	5.8	83.3%	50.0%
Q1	4.0	80.0%	40.0%

Establishment Name

- Park Academy West London
- Ormiston Bridge Academy
- Oaklands School
- Oakbridge Special Education
- Oak Wood School
- Oak Lodge School
- Oak Hill School
- Northwood School
- Northolt High School
- North Brent School

When sharing performance data, data for individual schools' performance should always be aggregated with at least 10 institutions' data as per the School MoU

80% of Careers Hub institutions fully achieving Gatsby Benchmark 5

65% of Careers Hub institutions fully achieving Gatsby Benchmark 6

Quartile data represents local performance in relation to 45 Hubs (1 = higher ranked quartile, 4 = lower ranked quartile)

Performance	BM1	Performance	BM2	Performance	BM3	Performance	BM4	Performance	BM5	Performance	BM6	Performance	BM7	Performance	BM8
Achieved	62.07%	Achieved	75.86%	Achieved	58.62%	Achieved	79.31%	Achieved	82.76%	Achieved	58.62%	Achieved	44.83%	Achieved	72.41%
Partially Achieved	37.93%	Partially Achieved	24.14%	Partially Achieved	41.38%	Partially Achieved	20.69%	Partially Achieved	17.24%	Partially Achieved	41.38%	Partially Achieved	55.17%	Not Achieved	6.90%
														Partially Achieved	20.69%

Quartile	National
4	64.9%

Quartile	National
4	79.4%

Quartile	National
2	55.0%

Quartile	National
3	75.7%

Quartile	National
4	82.1%

Quartile	National
4	66.4%

Quartile	National
4	53.9%

Quartile	National
4	75.1%

Hub Data

Hub: All | Enterprise Coordinator: Lynette Webb | Current CEC Type: All | FSM Quartile: All | Data as of end of December 2023

Number of Eligible Schools

23

Institution 1 ...

23

Institutions in hub %
(Target = 95%)

100%

Hub Compass return progress

● Before this Term ● Last Term



This term %

78%

Upgraded to Compass+ (Target = 80% eligible schools)

77%

% FSQ completions > 100 (Target = 20%)

5%

FSQ 23/24 Completion by number of institutions and Pupils

No of institutions	No of Pupils
1	328

Number of EAs in Post vs Recruitment Target

No of EAs in Post	Target
142	20

% Inst receiving EA Support this ac yr (Target = 80%)

65%

BM Performance

- 90% of all institutions in Careers Hubs achieving at least 3 Gatsby BMs
- 5.5 average performance against the Gatsby Benchmarks across Careers Hubs
- At least 20% of institutions in a Careers Hub achieving all 8 BMs

Number of BMs Achieved

BM	Institutions	% of total
0	1	4%
2	1	4%
3	3	13%
4	1	4%
5	5	22%
6	5	22%
7	3	13%
8	4	17%
Total	23	100%

Floor Targets

Floor Targets	Inst.	% of total
Achieving	21	91%
Failing	2	9%

BM required to reach Target

4

BM Achievement by Inst. Type

Current CEC Type	AVG BM	BM5	BM6
Mainstream	5.2	86.4%	50.0%
AP	8.0	100.0%	100.0%
Total	5.3	87.0%	52.2%

Avg BMs Achieved (this selection)

5.3

National Avg BMs Achieved

4.9

BM Achievement by FSM Quartile

Quartile	Average BMs	BM5	BM6
Q4	6.0	100.0%	100.0%
Q2	5.4	90.0%	50.0%
Q3	5.8	83.3%	50.0%
Q1	4.0	80.0%	40.0%

Establishment Name

- Vyners School
- Uxbridge High School
- UTC Heathrow
- The Skills Hub
- The Douay Martyrs Catholic School
- Swakeleys School for Girls
- Ruislip High School
- Rosedale College
- Queensmead School
- Parkside Studio College
- Park Academy West London

When sharing performance data, data for individual schools' performance should always be aggregated with at least 10 institutions' data as per the School MoU

- 80% of Careers Hub institutions fully achieving Gatsby Benchmark 5
- 65% of Careers Hub institutions fully achieving Gatsby Benchmark 6

Quartile data represents local performance in relation to 45 Hubs (1 = higher ranked quartile, 4 = lower ranked quartile)

Performance	BM1	Performance	BM2	Performance	BM3	Performance	BM4	Performance	BM5	Performance	BM6	Performance	BM7	Performance	BM8
Achieved	60.87%	Achieved	73.91%	Achieved	56.52%	Achieved	78.26%	Achieved	86.96%	Achieved	52.17%	Achieved	47.83%	Achieved	78.26%
Partially Achieved	39.13%	Partially Achieved	26.09%	Partially Achieved	43.48%	Partially Achieved	21.74%	Partially Achieved	13.04%	Partially Achieved	47.83%	Partially Achieved	52.17%	Partially Achieved	21.74%

Quartile	National
4	64.9%

Quartile	National
4	79.4%

Quartile	National
2	55.0%

Quartile	National
3	75.7%

Quartile	National
4	82.1%

Quartile	National
4	66.4%

Quartile	National
4	53.9%

Quartile	National
4	75.1%

WEST LONDON CAREERS HUB

SEND

Hub Data

Hub: All | Enterprise Coordinator: All | Current CEC Type: All | FSM Quartile: All | Data as of end of December 2023

Number of Eligible Schools
5

Institutions in hub
5

Institutions in hub %
(Target = 95%)
100%

Hub Compass return progress

● Before this Term ● Last Term

This term %
100%

Upgraded to Compass+ (Target = 80% eligible schools)

100%

% FSQ completions > 100 (Target = 20%)
0%

FSQ 23/24 Completion by number of institutions and Pupils

No of institutions	No of Pupils

Number of EAs in Post vs Recruitment Target

No of EAs in Post	Target
142	4

% Inst receiving EA Support this ac yr
(Target = 80%)
80%

BM Performance

- 90% of all institutions in Careers Hubs achieving at least 3 Gatsby BMs - 5.5 average performance against the Gatsby Benchmarks across Careers Hubs
- At least 20% of institutions in a Careers Hub achieving all 8 BMs

Number of BMs Achieved

BM	Institutions	% of total
1	1	20%
5	1	20%
6	1	20%
8	2	40%
Total	5	100%

Floor Targets

Floor Targets	Inst.	% of total
Achieving	4	80%
Failing	1	20%

BM required to reach Target

2

BM Achievement by Inst. Type

Current CEC Type	AVG BM	BM5	BM6
SEND	5.6	80.0%	80.0%
Total	5.6	80.0%	80.0%

Avg BMs Achieved (this selection)

5.6

National Avg BMs Achieved

4.9

BM Achievement by FSM Quartile

Quartile	Average BMs	BM5	BM6
Q4	7.3	100.0%	100.0%

Establishment Name

- The Sacred Heart Language College
- The Rise Free School
- The PRIDE Academy
- The London Oratory School
- The Jubilee Academy
- The Hurlingham Academy
- The Henrietta Barnett School
- The Heathland School
- The Green School for Girls
- The Green School for Boys
- The Fulham Boys School

When sharing performance data, data for individual schools' performance should always be aggregated with at least 10 institutions' data as per the School MoU

80% of Careers Hub institutions fully achieving Gatsby Benchmark 5
65% of Careers Hub institutions fully achieving Gatsby Benchmark 6

Quartile data represents local performance in relation to 45 Hubs (1 = higher ranked quartile, 4 = lower ranked quartile)

Performance	BM1	Performance	BM2	Performance	BM3	Performance	BM4	Performance	BM5	Performance	BM6	Performance	BM7	Performance	BM8
Achieved	60.00%	Achieved	80.00%	Achieved	80.00%	Achieved	80.00%	Achieved	80.00%	Achieved	80.00%	Achieved	40.00%	Achieved	60.00%
Partially Achieved	40.00%	Partially Achieved	20.00%	Partially Achieved	20.00%	Partially Achieved	20.00%	Partially Achieved	20.00%	Partially Achieved	20.00%	Partially Achieved	60.00%	Not Achieved	40.00%

Quartile	National
4	64.9%

Quartile	National
4	79.4%

Quartile	National
2	55.0%

Quartile	National
3	75.7%

Quartile	National
4	82.1%

Quartile	National
4	66.4%

Quartile	National
4	53.9%

Quartile	National
4	75.1%

WEST LONDON

CAREERS HUB

Borough	No. of inst.	%BM1 Achieved	%BM2 Achieved	%BM3 Achieved	%BM4 Achieved	%BM5 Achieved	%BM6 Achieved	%BM7 Achieved	%BM8 Achieved
Barnet	36	16%	58%	52%	61%	68%	58%	29%	52%
Brent	20	33%	44%	61%	72%	61%	61%	22%	61%
Ealing	22	71%	82%	68%	68%	86%	50%	50%	77%
Hammersmith and Fulham	20	44%	61%	28%	78%	67%	72%	22%	67%
Harrow	18	67%	94%	44%	83%	72%	56%	39%	61%
Hillingdon	29	62%	76%	59%	79%	83%	59%	45%	72%
Hounslow	27	48%	59%	67%	74%	81%	59%	19%	33%
Total	172	48%	67%	54%	73%	74%	59%	33%	60%

What is the Data telling us?

Findings:

Fully achieving 3 or more GBMs: 26 (25)

Fully achieving all 8 GBMS: 6 (6)

FSQ completions: 0 (1)

EA matching: 26

GBM 1 – A stable careers programme

Identified area for improvement:

- Is on the school's website with information aimed specifically at: Teachers
- Is evaluated using systematic feedback – Employers – Parents/Carers

GBM 6 – Experiences of workplaces

Identified area for improvement:

- Have had a meaningful experience of a workplace by the end of year 11

GBM 7 – Encounters with further and higher education

Identified area for improvement:

- Have had meaningful encounters with independent training providers

Term 1	Term 2	Term 3
<ul style="list-style-type: none"> • Compass+ upgrades (6) • FSQ completions (17 – Year 7) • Invite to CPD sessions (7th Nov) • Promote CEC Digital CPDs • Invite to existing working group 	<ul style="list-style-type: none"> • If any continue to work on upgrading • FSQ completions (6 – Year 7, 11 & 13) • FSQ completions (17 – Year 11 & 13) 	<p>FSQ completions – any outstanding</p>
<ul style="list-style-type: none"> • Compass Evaluations (23) – prioritising those 2 schools that did not complete last Summer Term (Northwood and UTC) • Work with schools to close the gap from their Summer term compass results and revisit their new careers programme • Identify and obtain new CL details (3) • Invite and promote CL training for new and existing CLs • Attend LBH CL Meeting (17.10.23) to provide feedback to schools and have open discussion around strengths and areas for improvement 	<ul style="list-style-type: none"> • Compass Evaluations (23) • Identify gaps from last terms evaluations and work with schools • Continue to promote CL training and CEC Digital CPDs • Attend LBH CL Meeting and follow up on discussions carried out in last meeting to see if discussions/findings assisted. 	<ul style="list-style-type: none"> • Compass Evaluations (23) • Identify gaps from last terms evaluations and work with schools • Continue to promote CL training and CEC Digital CPDs • Attend LBH CL Meeting • Achieved target KPIs
<ul style="list-style-type: none"> • GBM 1 – Provide good examples of Careers websites and best practice when asking for evaluations • GBM 6 & 7 – Advise and point institutions in the right direction and resources available to assist (Encounters/ITP). • Utilise EAs and ensure that existing EAs are in contact with their matched schools 	<ul style="list-style-type: none"> • Continue work on GBM 1,6 & 7 • Continue to work with individual schools and their lower GBMs • Promote Apprenticeship (5th-11th Feb 2024) and Careers Week (4th-9th March 2024) • Utilise EAs and contacts across the institutions to assist with GBMs 	<ul style="list-style-type: none"> • Continue work on GBM 1,6 & 7 • Utilise EAs and contacts across the institutions to assist with GBMs

Compass+ and FSQ Strategy – Mainstream

Output	Description	Action	Millstone
Compass+ Compatible Compass+ Upgraded Compass+ Upgraded – Not started	23 17 6 <ul style="list-style-type: none"> • Rosedale College • Hewens College • The Douay Martyrs Catholic School • Parkside Studio College • De Salis Studio College • Skills Hub 	<ul style="list-style-type: none"> • Target 6 schools that have not yet started. Communicate advantages of upgrading and direct how to. • Invite to CPD sessions 	End of Aut Term 2023
FSQ Completions	1 – Oak Wood 3 links created but not used <ul style="list-style-type: none"> • Bishopshalt • Vyners • Global Academy 	<ul style="list-style-type: none"> • Communicate the advantages of using FSQ to those schools that have upgraded to Compass+. • Follow up on those schools that have created, but used the FSQ • Invite to join working group and CPD sessions • Communicate the advantages of using FSQ to those schools that have not yet upgraded to FSQ. • Once those 6 schools have upgraded start the FSQ process 	End of Aut Term 2023 End of Jan 2024

What is Compass?

Compass is a free tool for schools and colleges in England, that quickly and easily help self evaluate careers activities against the eight benchmarks of best practice – known as the Gatsby Benchmarks.

Features and benefits:

- Evaluate career activities in as little as 30 minutes
- Compare the school against each of the eight Gatsby Benchmarks
- Identify areas for improvement, with resources to help them get there
- They can use their results as the basis for your careers plan for the year

What is Compass+?

With Compass+ the institutes can benchmark, manage, track and report on their school's careers provision at individual student level. It's available to eligible secondary schools, special schools, sixth-forms and PRUs in England. Eligible schools using Compass can log in to their account and upgrade to Compass+.

Once populated with student data, Compass+ provides features that assist a school to do the following:

- Assess their school's careers provision against the Gatsby Benchmarks
- Track individual students' careers interests and intended destinations (what they plan to do after leaving school)
- Track individual students' actual destinations (what they do for 3 years after leaving the school)
- Plan and track careers activities for individual students
- Input and store details of third-party organisations and contacts that can support their school with careers provision

What is the Future Skills Questionnaire – FSQ?

It gives learners the opportunity to reflect on their career-related knowledge and skills.

The Future Skills Questionnaire (FSQ) is designed to capture the learning outcomes of careers guidance based on learner perceptions, so is not appropriate as a pre-/post-measure for individual career activities.

The FSQ covers careers knowledge and skills and skills for life and work, with versions tailored for key transition points throughout secondary education and students with SEND.

The questions are mapped against the Gatsby Benchmarks, learning outcomes from the CDI framework and the Skills Builder framework for essential skills.