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Statutory Overview & Key Changes

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Introduction time



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What's one word that describes your careers programme this year?

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Objectives

- Understand the key updates in the 2025 statutory guidance
- What is a meaningful activity?
- Share ideas and resources

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Careers Guidance: Statutory Overview & Key Changes

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Understanding “Must” vs “Should”

- When the guidance says **“must”**, it refers to a **legal requirement**. Schools and colleges are **obligated by law** to comply with these elements. Failing to do so could result in non-compliance with statutory duties.
- When the guidance says **“should”**, it indicates **strong expectations**. These are not legally binding, but schools are expected to follow them **unless there is a clear and justifiable reason not to**.

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Key Statutory Changes and Emphases in 2025

- Earlier and sustained engagement
- Whole-school integration
- Tailored support for all learners
- Provider Access Legislation (PAL)
- Ofsted alignment

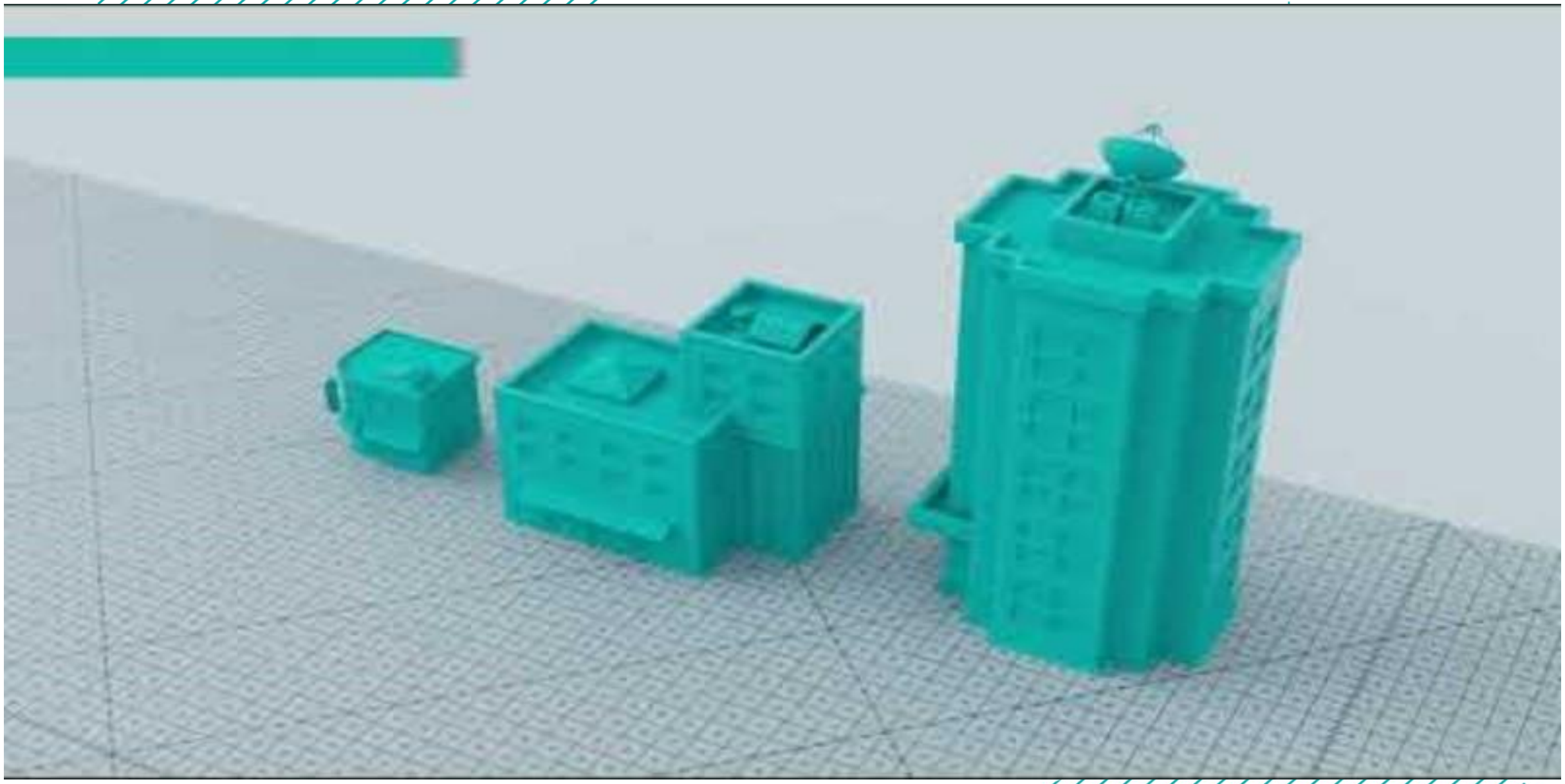
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Why this matters

- Raising aspirations
- Improving attendance and engagement
- Reducing NEET rates
- Strengthening employer and community links
- Equipping students with the knowledge and confidence

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Gatsby Benchmark Changes



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Key Themes

- Careers at the Heart of Education and Leadership
- Personalised and Inclusive Guidance
- Curriculum-Integrated Careers Learning
- Employer Engagement and Real-World Experiences
- Digital and Labour Market Intelligence

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What Makes an Experience ‘Meaningful’

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What makes an experience ‘Meaningful’

- Planned and purposeful
- Relevant to the student
- Engaging and interactive
- Supported by preparation and follow up
- Connected to learning and progression

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Think about a recent activity or experience your students had—what made it meaningful? And how could it have been made more impactful?

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Benchmarks

BM1 - A Stable Careers Programme

BM2 - Learning from Career and Labour Market Information (LMI)

BM3 - Addressing the Needs of Each Pupil

BM4 - Linking Curriculum Learning to Careers

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Benchmarks

BM5 - Encounters with Employers and Employees

BM6 - Experiences of Workplaces

BM7 - Encounters with Further and Higher Education

BM8 - Personal Guidance

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What benchmark do you think you should focus achieving on this summer?

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Resources

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CEC Resources

- Careers Leader Roadmap
- Understanding How to Create a Strategic Careers Plan
- Understanding How to Develop Progressive and Responsive Careers Provision (Student Careers Learning Journeys)
- Understanding How to Effectively Evaluate Your Careers Provision
- Understanding How to Embed Careers in the Curriculum
- Understanding How to Embed Progressive Employer Encounters and Work Experiences
- Understanding How to Embed Progressive Encounters with Further and Higher Education

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CEC Resources

- Updated Gatsby Benchmark Toolkits | CEC Resource Directory
- equalex | CEC Resource Directory
- Careers Statutory Guidance: At a glance guides for school, college and ITP leaders | CEC Resource Directory
- Teacher Development Courses | CEC Resource Directory
- 1995 - A Guide for Secondary and Special School Governors v2_0.pdf

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Webinar for CLs, SLT & Educators – Work Experience

Wednesday 16th July, 3:45-4:45pm to hear more about the Government's commitment for every young person to access high-quality, multiple workplace experiences, totalling 10 days' worth throughout secondary education. This new, modern approach to work experience will help young people make informed choices and improve career readiness and employability.

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Career Leader Training

Overview

Fully funded, flexible training for Careers Leaders in schools, colleges, SEND, and alternative provision settings.

Designed to help institutions meet the Gatsby Benchmarks for high-quality careers education.

Key Features

No cost to individuals or institutions.

Available in face-to-face, virtual, and distance learning formats.

Options for accredited (Level 6 & 7) and non-accredited training.

Access to online resources, toolkits, and CPD modules.

Benefits

97% of participants report increased confidence in strategic careers planning.

Connects Careers Leaders across the UK for shared learning and support.

Accelerates progress in embedding careers into the curriculum.

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Careers Impact System (CIS)

🌟 Purpose

A structured framework to drive continuous improvement in careers education across schools and colleges.

🧩 Key Features

Based on a Careers Impact Maturity Model that defines what “good” looks like in careers leadership.

Aligns careers provision with school and college improvement priorities.

Supports strategic planning and self-evaluation for Careers Leaders.

Encourages collaborative reflection and peer learning.

📈 Impact

96% of education leaders say it improves careers provision.

86% report better student outcomes.

72% say it strengthens links between careers and school improvement

🛠️ How It Works

Schools assess their current careers provision using the maturity model.

Identify areas for growth and align with Gatsby Benchmarks.

Implement targeted improvements and track progress over time.

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Open discussion

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How is your school currently embedding careers education across the curriculum—and what challenges or successes have you experienced in doing so?

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What are you looking forward to next year?

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Thank you