

Comparison Table: Gatsby Benchmarks Updates for September 2025

The Gatsby Benchmarks remain the foundation of careers guidance in England, but from September 2025, all secondary schools, colleges, and—for the first time—-independent training providers (ITPs) must implement the updated benchmarks. The table below compares the original benchmarks with the key updates for 2025, summarising the main changes and new areas of emphasis.

Gatsby Benchmark (No.)	Original Focus (Pre-2025)	Key Updates for September 2025
1. A stable careers programme	Schools and colleges should have a stable, structured careers programme with clear leadership.	Careers guidance must be embedded in the institution's vision and strategic plans; greater emphasis on leadership, governance, and whole-staff involvement [1] [2] [3] [4] .
2. Learning from career and labour market information	Use up-to-date career and labour market information to inform students and parents.	Stronger focus on using information and data to inform decision-making; ensure all students can explore all pathways equitably; collect and use data on aspirations and destinations [1] [2] [5] .
3. Addressing the needs of each young person	Careers programme should be tailored to the needs of each student, challenging stereotypes and raising aspirations.	Enhanced focus on inclusion, ensuring tailored support for vulnerable, disadvantaged, and SEND students; explicit requirement to monitor and address individual needs [1] [2] [6] .
4. Linking curriculum learning to careers	Embed careers learning across the curriculum, especially in STEM subjects.	Greater emphasis on integrating careers into all curriculum areas and making it a whole-institution responsibility [1] [2] [4] .
5. Encounters with employers and employees	Provide multiple opportunities for students to learn from employers about work and employment.	Emphasis on offering a variety of meaningful encounters, including time for preparation and reflection; use technology to enhance (not replace) in-person activity [1] [2] .
6. Experiences of workplaces	Ensure students have experiences of workplaces to understand the world of work.	Strengthened definition of "meaningful" workplace experiences, aligned with the new Work Experience Guarantee; focus on quality and impact of experiences [1] [6] .
7. Encounters with further and higher education	Ensure students have encounters with providers of further and higher education.	Continued focus, with added emphasis on ensuring all pathways are accessible and information is shared with parents/carers [1] [2] .
8. Personal guidance	Every student should have opportunities for guidance interviews with a qualified careers adviser.	Maintains core principle, with increased focus on impact, inclusion, and tailoring support to individual aspirations and needs [1] [2] [4] .

Key Themes in the 2025 Updates

- **Careers at the Heart of Education and Leadership:** Careers guidance is now a whole-institution responsibility, integrated into strategic planning and leadership structures^{[1] [2] [3] [4]}.
- **Inclusion and Impact:** Tailored support for every young person, with particular attention to those who are vulnerable, disadvantaged, or have SEND^{[1] [2] [6]}.
- **Meaningful and Varied Encounters:** A greater variety and quality of employer and workplace experiences, with opportunities for preparation and reflection^{[1] [2] [6]}.
- **Information and Data Use:** Enhanced use of data to inform guidance, track aspirations, and evaluate long-term outcomes^{[1] [2] [5]}.
- **Parent and Carer Engagement:** Parental involvement is now embedded, recognising their influence on career decisions and ensuring information is shared and used collaboratively^{[1] [2]}.

These updates aim to ensure the Gatsby Benchmarks remain robust, inclusive, and relevant for the evolving educational and employment landscape as of September 2025^{[1] [2] [3] [5] [4] [6]}.

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1. <https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools/careers-guidance-and-access-for-education-and-training-providers>
2. <https://www.wholeschoolsend.org.uk/news/good-career-guidance-next-ten-years>
3. <https://www.careersandenterprise.co.uk/news/updated-gatsby-benchmarks-adopted-into-latest-government-guidance-for-schools-colleges-and-itps/>
4. <https://www.learningcurvegroup.co.uk/news/the-updated-gatsby-benchmarks-everything-itp-s-need-to-know-following-new-guidance-from-dfe>
5. <https://www.gatsbybenchmarks.org.uk/news/quick-read-guide-to-the-gatsby-benchmarks-updates-launches/>
6. <https://nasen.org.uk/news/government-urges-schools-colleges-and-itps-plan-now-updated-gatsby-benchmarks>