



February 2026

Monitoring, Review and Evaluation

What data we collect and why

In order for us to further inform our careers education, information, advice and guidance provision, we collect data via the following means, as set out below.

How often do you analyse and evaluate the data and who is involved in this process?

For our destination data:

- **Intentions & Destinations** - record where students intend to go and track where they actually end up (sustained destinations).
Data is obtained from Kent Choices4U and the UCAS portal, students and parents. The destination data is collected and finalised during Term 1 of each academic year for our Year 11 and Year 13 cohorts, having left in the summer following their GCSE and A Level exam results.
Destination data is shared with parents/carers and staff in Term 1 through staff training and parent information evenings.

Staff involved in the destination data process:

- Mr P Larter (Joint Head of Sixth Form)
- Mr T Finn-Kelcey (Joint Head of Sixth Form)
- Mr M Cowlam (KS5 Learning Supervisor and Student Administration)
- Mr F Joyce (Personnel and Data Manager)
- Mrs Gossling (KS4 Learning Supervisor and Student Administration)
- Mr McIlroy (Head of Key Stage 4)
- Miss H Butterly (KS5 Support, Careers Guidance and Advice Co-ordinator)

To evaluate our careers programme:

- **Internal Leadership Review** - to evaluate and inform our careers provision - completed through Compass Plus in Terms 2, 4 and 6 of each academic year by Mr P Larter.
- **Completion of the Compass Plus Evaluation** - this is completed towards the end of Terms 2, 4 and 6 by Mr P Larter and Miss H Butterly alongside the Careers Consultant from the Careers and Enterprise Company.
- Through the **Future Skills Questionnaire** via Complus Plus - students from Years 7-13 are invited to complete the questionnaire - during Term 2. Form Tutors deliver the questionnaire through form time.
- **Work Experience** - detailed records of placements, including employer contact information, safety checks, employer feedback and student reflections. Terms 2 and 6. Miss Butterly monitors and evaluates.

- **Unifrog** - log-in frequency - track which students (and year groups) are active. See how much of their profile, CV or personal statement is finished. Detailed records are sent to Queen Elizabeth's showing student activity.
- **Teacher References** - manage and track the status of references written by staff during Terms 1 and 2 to support the UCAS process.

Our school systematically measures and assesses the impact and quality of our provision as part of the whole school annual review in line with the development of the School Improvement Plan, through:

Recording: The school systematically records careers activities and events using Unifrog (Careers platform), Compass+ and by the Careers Coordinator. Up-to-date information from recording systems and related data on all learners is used by the Careers Leader and senior leaders to measure impact of the Careers programme and to inform continuous improvement and planning of careers.

Feedback: All relevant stakeholder voices are systematically evaluated by the Careers Leader to inform impact evaluation, strategic development planning of careers and whole school or special school development planning, impact evaluation and reporting. Learners' perception of their career readiness is measured through the Future Skills Questionnaire and considered by the Careers Leader and senior leaders to inform whole school or special school development planning, impact evaluation and reporting.

Evaluation against Learning Objectives: The school conducts an annual evaluation of the careers programme against defined learning objectives for each year group. These objectives guide assessment of learners' progress in acquiring key knowledge, skills, and behaviours, and inform the ongoing review and refinement of activities to align with programme intent and enhance impact on career readiness.

Destination data: Destinations data (including intended and actual destinations) is collected, analysed and reported on, according to specific success criteria. This includes outcomes for specific cohorts, breadth of destinations, aspiration, alignment to labour market, NEET, etc.

Monitoring and Quality Assurance: The school annually completes the Compass+ Careers Impact System - Internal Leadership Review to continuously measure and develop the quality of the Careers Programme. The provision is structured with reference to relevant frameworks, policies, and statutory guidance (e.g. Gatsby Benchmarks, CDI Framework, Careers Strategy, Provider Access Legislation, etc.). The provision and compliance is reviewed within internal (learning walks, etc.) and external quality assurance processes.

Sharing evaluation data: provide information to parents and other relevant stakeholders on the strengths and development areas of the Careers Provision highlighted from the monitoring, reviewing and evaluation processes.