



Careers Policy Statement on Provider Access Legislation

Rationale

High quality careers education and guidance in school is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

As the number of apprenticeships rises every year, it becomes increasingly important that all young people have a full understanding of all the options available to them post-16 and post-18 including wider technical education options such as T-Levels and Higher Technical Qualifications.

Commitment

The School is committed to ensuring there is an opportunity for a range of education and training providers to access students, for the purpose of informing them about approved technical education qualifications and apprenticeships. The School is fully aware of the responsibility to set students on the path that will secure the best outcome which will enable them to progress in education and work and give employers the highly skilled people they need. That means acting impartially, in line with the statutory duty, and not showing bias towards any route, be that academic or technical.

The School endeavours to ensure that all students are aware of all routes to higher skills and are able to access information on technical options and apprenticeships (The Department of Education, July 2021: "Baker Clause": supporting students to understand the full range of education and training options, and the Provider Access Legislation, January 2023).

Aims

The School's policy for access to other education and training providers has the following aims:

- To develop the knowledge and awareness of our students of all career pathways available to them, including technical qualifications and apprenticeships.
- To support young people to be able to learn more about opportunities for education and training outside of school before making crucial choices about their future options.
- To reduce drop out from courses and avoid the risk of students becoming NEET (Young people not in education, employment or training).



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Student Entitlement

The School fully supports the statutory requirement for students to have direct access to other providers of further education training, technical training and apprenticeships. The School complies with the legal requirement to put on at least six encounters with providers of approved technical education qualifications or apprenticeships.

This will be done via a number of events, integrated into the School's careers programme. Potential opportunities for all year groups from Year 7 upwards include assemblies, tutorial time and timetabled PSHCE lessons as well as specific careers-focused events. A key event at which providers can speak to students is the annual Careers Fair which takes place at the end of January and is available to students in Key Stages 4 and 5. At the Careers Fair students engage in informal discussions with guests from a range of industry sectors and careers (usually 40 – 50 in total). For Sixth formers, there are additional opportunities to hear from speakers about different career options and paths through their 'Lifeskills' sessions which take place on Friday afternoons in the Autumn and Spring terms. For a full description of the Careers Education programme at HBS, please see the separate policy [here](#).

Development

This policy has been developed and is reviewed annually by the Careers Leader and the Head teacher, based on current good practice guidelines by the Department for Education.

Links with other policies

It supports and is underpinned by key school policies including those for Careers, Child Protection, Equality and Diversity and SEND, all of which can be found on the School's website.

Equality and Diversity

Access to other providers is available and promoted to allow all students to access information about other providers of further education and apprenticeships. The School is committed to encouraging all students to make decisions about their future based on impartial information.

Requests for access

Requests for access should be directed to the School's Careers Leader, Denise Walker, Assistant Head. Denise Walker may be contacted by email (dwalker@hbschool.org.uk) or by telephone via the School switchboard (020 8458 8999).

Grounds for granting requests for access

Access will be given for providers to attend during the above events (eg assemblies, timetabled lessons or other careers events), or as agreed in advance with the Careers Leader. Students may also travel to visit another provider as part of an organised trip.

Details of premises or facilities to be provided to a person who is given access



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The School will provide an appropriate venue, as well as AV and other equipment to support presentations, as appropriate to the activity. Appropriate safeguarding checks will be carried out. Providers will be met and supervised by a member of staff. The School will consider live online encounters with providers where requested. Technology checks in advance will be required to ensure compatibility of systems.

All this will be discussed and agreed in advance of the visit with the Careers Leader.

Parents and Carers

Parental involvement is encouraged, and parents may be invited to attend the events to meet the providers.

Management

The Careers Leader coordinates all provider requests.

Complaints Procedure

Any complaints about this policy should follow the usual procedure (see Complaints Policy).

Monitoring review and evaluation

The Policy will be monitored and evaluated regularly.

This policy was reviewed and updated in July 2026.