

GORDON'S SCHOOL POLICY

PROVIDER ACCESS POLICY STATEMENT

1. INTRODUCTION

1.1 RATIONALE

High quality careers education, information, advice and guidance (CEIAG) is critical to young people's futures. It prepares students for the world of work by providing them with a clear understanding of the full range of education, training and employment pathways available, including academic, technical and vocational routes. Effective careers provision supports students to develop the knowledge, skills and confidence needed to make informed decisions and achieve positive post-school destinations.

As the number and diversity of apprenticeships, technical qualifications and alternative post-16 and post-18 pathways continue to increase, it is essential that all students have access to impartial and up-to-date information about options such as T Levels, Higher Technical Qualifications, apprenticeships and degree apprenticeships.

1.2 COMMITMENT

Gordon's School is committed to ensuring that all students have opportunities to engage with a wide range of higher and technical education and training providers, enabling them to learn about approved technical education qualifications and apprenticeships. Providers are granted access to the school for the purpose of information sharing.

The school recognises its responsibility to act impartially and to avoid bias towards any particular pathway, whether academic or technical, ensuring that students are supported to progress to education, employment or training that best matches their interests, abilities and aspirations.

Gordon's School is committed to fulfilling its statutory duty under the Department for Education Provider Access Legislation (January 2023) and the Baker Clause to ensure that students understand the full range of education and training options available to them.

CAREERS RESPONSIBILITIES

Careers Leadership Team

- Careers Lead – Mrs A Kennedy
- Senior Leadership with responsibility for Careers – Mr J Greggor
- Careers Link Governor – Mrs S Mathur
- Independent Careers Advice – Innervate Careers
- Head of KS3 – Mr J Greggor
- Head of KS4 – Mr B Gallagher
- Head of KS5 – Mr W Jones

2. INTENT

The Provider Access Policy aims to develop students' awareness of all available career pathways, support informed post-16 and post-18 decision-making, and reduce the risk of students becoming NEET (not in education, employment or training).

This policy supports the Gatsby Benchmarks for Good Career Guidance, particularly:

- Benchmark 2 – Learning from career and labour market information
- Benchmark 5 – Encounters with employers and employees
- Benchmark 7 – Encounters with further and higher education
- Benchmark 8 – Personal guidance

3. PROVIDER ACCESS ARRANGEMENTS

3.1 STUDENT ENTITLEMENT

All students in Years 7 to 13 are entitled to a minimum of six meaningful encounters with a range of providers of approved technical education qualifications and apprenticeships. These encounters will support students to understand post-16 and post-18 options including T Levels, Higher Technical Qualifications and apprenticeships.

3.1.1 PLANNED PROVIDER ENCOUNTERS

Gordon's School CEIAG Programme supports students to engage with the following specific requirements through diverse provision including the annual school Careers Fair, Keynote Careers Speaker series, assemblies, PSHE, curriculum endorsed workplace visits, options events and information, Speed Networking opportunities and more. Full details of the programme are available on the school [website](#):

Years 7–9: At least one encounter with a technical education or apprenticeship provider

Years 10–11: At least two encounters with post-16 providers, including further education colleges and apprenticeship providers

Years 12–13: At least two encounters with post-18 providers, including higher education institutions, apprenticeship and higher technical education providers

3.2 DEVELOPMENT

This policy is developed and reviewed annually by the Careers Lead to ensure compliance with statutory guidance and current best practice.

3.3 LINKS WITH OTHER POLICIES

This policy supports and is underpinned by the school's Careers Policy, Equality and Diversity Policy, Safeguarding Policy, SEND Policy and Work Experience arrangements.

3.4 EQUALITY AND DIVERSITY

Gordon's School is committed to ensuring that all students, regardless of background or protected characteristics, have equal access to provider encounters and impartial careers information.

3.5 REQUESTS FOR ACCESS

Requests for access should be directed to the Careers Lead, Mrs Augusta Kennedy, via email at akennedy@gordons.school or by contacting the school on 01276 858084.

3.6 GROUNDS FOR GRANTING OR REFUSING ACCESS

Access may be granted through assemblies, timetabled careers lessons, careers fairs, employer talks and raising aspirations events.

Requests may be declined where the provision is not appropriate to the age or needs of students, where safeguarding requirements cannot be met, or where similar provision has already been delivered within the academic year. Reasons for refusal will be clearly communicated.

3.7 FACILITIES AND SAFEGUARDING

Appropriate facilities will be provided for provider encounters. Safeguarding procedures will be followed and providers will be supervised by a member of staff at all times.

3.8 LIVE AND VIRTUAL ENCOUNTERS

Virtual provider encounters may be offered to broaden access. Technology checks will be carried out in advance to ensure effective delivery.

3.9 PARENTS AND CARERS

Parents and carers are encouraged to engage with provider access activities and may be invited to attend relevant events.

4. MONITORING, REVIEW AND EVALUATION

The effectiveness of this policy is monitored annually by the Senior Leadership Team and Careers Lead. Monitoring includes student feedback, destination data analysis, participation rates and review of provider diversity. Findings inform future careers planning.

This policy is published on the Gordon's School website and reviewed annually to ensure ongoing statutory compliance.

Augusta Kennedy

Careers Lead

Reviewed and Updated: September 2025