



Highlands

School & Sixth Form

**Dare to
flourish**

Provider access policy statement (PAL)

Governor committee	School Standards and Performance
Reviewed on	April 2026
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Section 1: Rationale

High-quality careers education and guidance is essential to preparing young people for their future. It enables students to develop the knowledge, skills, and confidence to make informed decisions about their next steps and to understand the full range of opportunities available to them.

A strong careers programme supports students in exploring pathways including academic, technical, and vocational routes, helping them to progress into sustained education, employment, or training. It also contributes to improving life chances and supporting a productive economy.

As the range of post-16 and post-18 pathways continues to grow, including apprenticeships, T Levels, and Higher Technical Qualifications, it is vital that all students have access to impartial and up-to-date information about these opportunities.

Section 2: Commitment

Highlands School is committed to ensuring that all students have access to a wide range of education and training providers for the purpose of informing them about approved technical education qualifications and apprenticeships.

The school will act impartially and in line with its statutory duty, ensuring that no bias is shown towards any particular route, whether academic or technical. We are committed to supporting students to make well-informed decisions that lead to positive outcomes.

This policy supports the delivery of the school's Careers Programme and contributes to meeting the Gatsby Benchmarks for good careers guidance. This policy is underpinned by the statutory Provider Access Legislation (PAL), which builds on previous requirements known as the Baker Clause, and reflects updated Department for Education guidance (DfE, 2023).

Section 3: Aims

The aims of this policy are to:

- Develop students' knowledge and awareness of all career pathways, including technical qualifications and apprenticeships
- Enable students to access information about education and training opportunities beyond school
- Support students in making informed decisions about their future pathways
- Reduce the risk of students becoming NEET (Not in Education, Employment or Training)
- Minimise course drop-out by ensuring appropriate and informed choices

Section 4: Student Entitlement

All students in Years 8 to 13 are entitled to:

- Find out about technical education qualifications and apprenticeship opportunities as part of the school's careers programme
- Hear from a range of local providers about the opportunities they offer, including through meaningful encounters
- Understand how to apply to the full range of academic and technical courses available

The school will ensure that all pupils receive at least six meaningful encounters with providers of approved technical education qualifications or apprenticeships during their time in school. This includes:

- Two encounters during Years 8–9
- Two encounters during Years 10–11
- Two encounters during Years 12–13

Highlands 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 will comply with the new legal requirement to put on at least six encounters with providers of approved technical education qualifications or apprenticeships. These encounters will be delivered through a variety of formats, including assemblies, workshops, small group sessions, careers fairs, and employer engagement activities.

Section 5: Development

This policy is developed and reviewed annually by the Careers Leader and Senior Leadership Team, in line with current statutory guidance and best practice from the Department for Education.

Section 6: Links with other policies

It supports and is underpinned by key school policies including those for Careers, Child Protection, Equality and Diversity, and SEND.

Section 6: Links with Other Policies

This policy is supported by and linked to other key school policies, including:

- Careers Education Policy
- Child Protection and Safeguarding Policy

- Equality and Diversity Policy
- SEND Policy

Section 7: Equality and Diversity

Highlands School is committed to promoting equality of opportunity and ensuring that all students have access to provider encounters, regardless of background, ability, or need.

All students are encouraged to make decisions based on impartial and comprehensive information.

Section 8: Requests for Access

Requests for access should be directed to:

Silvana Laurenzi
Careers Leader
Email: laurenzs@highlearn.uk
Tel: 020 8370 1176

Section 9: Grounds for Granting Access

Access for providers will be granted through a range of planned careers activities, including:

- School assemblies
- Timetabled careers lessons
- Workshops and small group sessions
- Careers fairs and raising aspirations events

Providers may also be invited to support off-site visits and trips where appropriate.

The school prioritises **meaningful encounters**, ensuring students have opportunities to engage, ask questions, and gain a clear understanding of available pathways.

Section 10: Facilities

The school will provide appropriate facilities for provider sessions, including:

- Assembly hall or classrooms
- IT equipment such as projectors and computers
- Access to specialist rooms where appropriate

All providers will be supported by the Careers Leader and supervised by a member of staff. Safeguarding procedures will be followed at all times.

Section 11: Live / Virtual Encounters

The school welcomes virtual encounters where appropriate. These may be delivered via online platforms and broadcast to classrooms or larger groups.

All technology will be tested in advance to ensure compatibility.

Section 12: Parents and Carers

Parents and carers are encouraged to support their children in making informed decisions about their future.

They will be informed about provider access opportunities through:

- School newsletters
- The school website
- Careers events and information evenings

Parents may also be invited to attend selected events.

Section 13: Management

The Careers Leader is responsible for coordinating all provider access requests and works closely with the Senior Leadership Team to ensure effective implementation of this policy.

Section 14: Complaints Procedure

Any complaints relating to this policy should be made in writing to:

postbox@highlearn.uk

Complaints will be handled in line with the school's complaints procedure and escalated to the Headteacher where appropriate.

Section 15: Monitoring, Review and Evaluation

This policy is monitored and evaluated annually by the Senior Leadership Team.

Its effectiveness is assessed through:

- **Student feedback**
- **Provider feedback**
- **Participation tracking**
- **Destination data**
- **Careers programme evaluation**

This ensures that the school continues to meet statutory requirements and supports positive student outcomes. The effectiveness of this policy is reviewed as part of the school's ongoing evaluation of its careers programme, including feedback from students and providers and analysis of destinations data where available.

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