Paddington Academy
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PADDINGTON ACADEMY

Provider Access Policy

2026-27

Name of School: Paddington Academy

Date updated: October 2026

Rationale

High-quality careers education and guidance in school or college 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

Paddington Academy 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. Paddington Academy 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.

Paddington Academy 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

Paddington Academy'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).

Student Entitlement

Paddington Academy 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. This will be done in assemblies in National Apprenticeship Week and National Careers Week, in addition to providers attending careers events at school or at each Trust school.

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
Whole cohort event	Year 7 Enterprise Day ZSL (trip) *Gatsby Benchmark 1, 3, 4, 5, 6*	Royal Holloway University Trip *Gatsby Benchmark 1, 3, 7* Student receptionist work experience *Gatsby Benchmark 1, 3, 5, 6*	Year 9 Careers and Enterprise Day- Finance and Technology *Gatsby Benchmark 1, 2, 3,4, 5 and 6*	Year 10 Careers and Enterprise Day *Gatsby Benchmark 1, 2, 3,4, 5 and 6* Year 10 Interview day, CV writing and speed networking *Gatsby Benchmark 1, 2, 3,4, 5 and 6* Year 10 WEX *Gatsby Benchmark 1, 3, 5 and 6*	*Careers Day* *Gatsby Benchmark 1, 2, 5, 6 and 7* *Career's 1:1 interview* *Gatsby Benchmark 1, 3 and 8*	Year 12 WEX *Gatsby Benchmark 1, 3, 5 and 6* Leadership Wednesday Programme *Gatsby Benchmark 1, 2, 5, 6 and 7* Career's 1:1 interview *Gatsby Benchmark 1, 3 and 8*	Leadership Wednesday Programme *Gatsby Benchmark 1, 2, 5, 6 and 7* Career's 1:1 interview *Gatsby Benchmark 1, 3 and 8* Careers Day *Gatsby Benchmark 1, 2, 5, 6 and 7*
External careers speaker	Careers Panel Assembly *Gatsby Benchmark 1, 3, 4, 5*	Careers Panel Assembly *Gatsby Benchmark 1, 3, 4, 5*	ZSL London Zoo Careers Panel Assembly *Gatsby Benchmark 1, 3, 4, 5*	Inner Spark *Gatsby Benchmark 1, 3, 4, 5*	Inner Spark *Gatsby Benchmark 1, 3, 4, 5*	Inner Spark *Gatsby Benchmark 1, 3, 4, 5*	Inner Spark *Gatsby Benchmark 1, 3, 4, 5*
Careers fair	All years take part in a preparatory session, fair visit and reflection task *Gatsby Benchmark 1, 2, 3 and 5*						
PSHE unit *Gatsby Benchmark 1, 2, 3 and 4*	The World of Work: what lies beyond GCSES?	Knowing Myself: what are my interests, aspirations, pathways and destinations?	Planning for The Future: how do I make the correct choices for me?	The world of work: work experience, CVs, interview skills and applications.	What are my key stage 5 options and sixth form application?	Preparing for university and my future career?	UCAS and life after Paddington.
PAL speaker	Greater Western Rail	Greater Western Rail	Turner and Townsend	Turner and Townsend	Graham Construction	Graham Construction and Turner and Townsend	Graham Construction and Turner and Townsend

Development

This policy has been developed and is reviewed annually by the Careers Leader (Emily Morris) and Line Manager (Lauren Harper Clements) 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.

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. Paddington Academy 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 ***Emily Morris***, Careers Leader. ***Emily Morris*** may be contacted by telephone or email: ***emily.morris@paddington-academy.org***, Tel 020 7479 3900.

Grounds for granting requests for access

Access will be given for providers to attend during school assemblies, timetabled Careers or Life lessons, and Careers or Raising Aspirations events that Paddington Academy is arranging. Students may also travel to visit another provider as part of the trip to be organised in partnership with Paddington Academy *or United Learning*.

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

Paddington Academy will provide an appropriate room or assembly hall to be agreed. All rooms have computers, projectors and screens provided. Computer rooms can also be arranged. The Careers Leader or Careers Adviser will organise this, working closely with the provider to ensure the facilities are appropriate to the audience. Appropriate safeguarding checks will be carried out. Providers will be met and supervised by a member of the Careers Team who will facilitate.

Live/Virtual encounters

Paddington Academy will consider live online encounters with providers where requested, and these may be broadcast into classrooms or the school assembly hall. Technology checks in advance will be required to ensure compatibility of systems.

Parents and Carers

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

Management

The Careers Leaders coordinate all provider requests and is responsible to his/her senior management line manager.

Complaints Procedure

Any complaints about this policy should be raised to ***Lauren Harper Clements***, email: ***lauren.harperclements@paddington-academy.org***, ***Lauren Harper Clements*** will raise the complaint to Peter Jones and Katie Gillam, ***Principals of Paddington Academy.***

Monitoring review and evaluation

The Policy is monitored and evaluated annually via the Governing Leadership Team

Policy Coordinator: Lauren Harper Clements

Policy Reviewed: October 2026

Appendix

Providers who have been invited into *Paddington Academy* to date include:

Below provided as an example

- Greater Western Rail
- Network Rail
- Oaklin
- IntoUniversity
- London Business School
- Westminster City Lions
- Inspiring Girls
- Inner Spark
- Speakers for School
- UCL Next Top Doctor
- Crest Award
- University of Surrey
- City and Guild Art School
- Financial Harmony
- Motivez
- University of Sussex
- Magdalen Oxford University
- Jesus College Cambridge
- Naz Legacy Foundation

Destinations of previous pupils from Paddington Academy include:

- Paddington Academy
- St Charles
- William Morris 6th Form
- City of Westminster College
- Queen Mary
- University of Birmingham
- Oxford University
- Cambridge University
- UCL

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