

Name of School: Provider Access Policy Statement**Ownership: Paddington Academy****Date updated: October 2025****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.

| Intent | | | | | | |
|---|---|---|--|---|--|---|
| Paddington Academy ensures that every student has the opportunity to attend University, Apprenticeships and other technical qualifications | | | | | | |
| Phased outcomes | | | | | | |
| Focus for each year group, tailored to their age | | | | | | |
| Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 | Year 13 |
| Careers, FE and HE Fair – January Apprenticeship assembly summer Careers opportunity linked to aspiration Tutor time talks programme Vocation area | University Trip – March Apprenticeships talk – Summer term Careers opportunity linked to aspiration Tutor time talks programme - Vocation area | Careers, FE and HE Fair - January Apprenticeships talk – spring term Careers opportunity linked to aspiration Tutor Time talks programme - Vocation area | Interview Day – June Work Experience - June One to one career guidance opportunity Apprenticeship assembly - summer Careers opportunity linked to aspiration Tutor Time talks programme – Vocation area | One to one career guidance –Sept – July Apprenticeships talk - Spring Careers, FE and HE Fair - January Tutor time talks programme – Vocation area | University Trip to QMU Internships/Work Experience – June/July Careers, FE and HE Fair – January Apprenticeships assembly Spring term One to one career guidance opportunity Leadership Wednesday Talks | UCAS (September – October) Careers, FE and HE Fair – January Post 18 Support and Guidance – Sept – June Apprenticeships assembly Tutor Time talks programme - Vocation area |
| PSHE Careers curriculum | | | | | | |
| Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 | Year 13 |

| | | | | | | |
|--|--|---|--|---|---|--|
| What is University? | How can I use Unifrog to learn more about myself? What skills do I need for my future? | How can I use Unifrog to explore different careers? | What are professional behaviours? | What are my post 16 course options? | Leadership Wednesdays | UCAS and Student finance |
| What is Unifrog and how can it help me? | | | What is work experience? | What are my post 16 environment options? | What are my next steps? | Financing University through student loans |
| What kind of jobs suit me? | How can I discover different careers? Insight and Pathways into specific Industries: | What jobs are available in the labour market? | How can I prepare for my work experience and Interview Skills? | How can I be successful in an interview for my post 16 options? | Degree Apprenticeships and University alternatives | Degree Apprenticeships and University alternatives |
| What are pathways? | - Healthcare | What are my KS4 options? | What are transferrable skills? | Pathways to higher education | How to secure and make the most of work experience? | Applying for student finance |
| What types of jobs are there? | - Creative Industry | Which pathways can I take? | How can I make the most out of my work experience? | | Building on my strengths and weaknesses | |
| What are the jobs of the future? | - Humanities | What skills can I build to support my future? | | | | |
| | - STEM | | | | | |
| Common Threads Themes covered throughout each phase University visits, Workplace experience, employer engagement, apprenticeship guidance, Careers in STEM, Careers Guidance, | | | | | | |

Development

This policy has been developed and is reviewed annually by the Careers Leader (Laura Snow and 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 **Laura Snow and Emily Morris**, Careers Leader. **Laura Snow and Emily Morris** may be contacted by telephone or email, laura.snow@paddington-academy.org and 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 2025

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