



# Campion School

## Provider Access Policy (PAL)

Aspire Engage Achieve

Michael Wilson

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## Campion School: Provider Access Policy Statement


*(The Department of Education, July 2021: "Baker Clause" and the Provider Access Legislation, January 2023)*

### Provision of career information at schools and other institutions.

- (1) Persons attending an educational institution to which this section applies must be provided with access to both—(a) Guidance materials, and (b) A wide range of up-to-date reference materials,  
Relating to career education and career opportunities.

**Ownership: Campion School**

**Date updated: December 2025**

Policy Type:	CEIAG
Author:	Michael Wilson
Approved by:	
Head Teacher Signature:	
Chair of Governor's Signature:	
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## Rationale

Campion School recognises the importance of providing its students with high-quality career education and guidance. Committed to nurturing their prospects, the school acknowledges the pivotal role of comprehensive career support in preparing students for the world of work.

At Campion School, career education goes beyond the conventional curriculum, equipping students with the knowledge, skills, and understanding needed to make informed decisions about their future pathways. Through engaging and interactive programs, students are exposed to various industries, job roles, and career options. They are encouraged to explore their interests, passions, and talents, thereby discovering diverse possibilities.

The school emphasises the development of self-development and career management skills among its students. Through workshops, mentorship programs, and career guidance sessions, students are given opportunities to enhance their goal-setting, self-assessment, and practical communication skills. These foundational skills not only help students achieve positive employment outcomes but also empower them to navigate the ever-changing professional landscape with confidence and adaptability.

Campion School recognises that a well-prepared workforce contributes to society's overall prosperity. By providing students with a comprehensive understanding of the world of work and the skills necessary to thrive in it, the school contributes to a productive, prosperous economy. The alignment between students' skills and job-market demands leads to improved employability, lower unemployment rates, and a thriving community.

As the number of apprenticeships rises each year, Campion School takes proactive measures to ensure its students are well informed about all post-16 and post-18 options. The school actively promotes awareness of technical education pathways, such as T-Levels and Higher Technical Qualifications, as valuable alternatives for students seeking hands-on, practical learning experiences. By offering comprehensive guidance on these options, Campion School ensures that its students thoroughly understand the diverse educational pathways and can make informed decisions that align with their interests and career aspirations.

Campion School is dedicated to providing exemplary career education and guidance that empowers its students to make informed decisions, pursue fulfilling career paths, and contribute positively to society. Through its holistic approach to career support, the school equips students with the necessary skills and knowledge to navigate the professional world successfully and make meaningful contributions to a thriving economy. Campion School stands as a beacon of excellence in preparing its students for the opportunities and challenges of the future.

## Commitment

In line with the **2024 DfE guidance** and **Ofsted expectations**, Champion School ensures full compliance with the Provider Access Legislation (PAL). This includes publishing a clear **Provider Access Policy** on the school website that explains how providers can request access. The school also commits to **monitoring and reporting encounters** to demonstrate adherence to statutory requirements.

Champion School demonstrates an unwavering commitment to facilitating access for diverse education and training providers. This allows them to engage with students and provide valuable information regarding approved technical education qualifications and apprenticeships. Recognising the responsibility to guide students towards pathways that will yield the best outcomes for their educational and professional progression, the school diligently ensures impartiality and compliance with statutory obligations. This entails avoiding bias towards a particular route, whether academic or technical.

Champion School strives to equip all students with comprehensive knowledge of the various pathways leading to higher skills. The school ensures students can access multiple educational and training choices by actively promoting awareness and facilitating access to technical options and apprenticeships. This commitment aligns with the "Baker Clause" outlined by the Department of Education in July 2021, which aims to support students in understanding the full range of available education and training options. Moreover, the school adheres to the Provider Access Legislation implemented in 2024, which further emphasises the importance of providing students with opportunities to explore different educational pathways.

Through these initiatives, the Champion School empowers students with the knowledge and resources to make informed decisions about their future education and career paths. By ensuring equal access to information and opportunities, the school plays a vital role in enabling students to pursue the higher skills they desire and meet the demands of employers who require highly skilled individuals. Ultimately, the school's commitment to impartiality and comprehensive guidance supports students in securing favourable outcomes, contributing to their personal growth and the workforce's needs.

## **Aims:**

### **Campion School Policy: Access to Education and Training Providers**

Campion School is committed to providing our students with comprehensive knowledge and opportunities to explore diverse career pathways. We understand the importance of informed decision-making regarding their future options. Therefore, this policy aims to ensure that our students have access to information and resources about further education and training providers. By doing so, we aim to enhance their awareness of technical qualifications, apprenticeships, and other opportunities outside the school environment. Ultimately, we strive to reduce course dropouts and prevent students from becoming NEET (Young people not in education, employment, or training).

### **Foster Knowledge and Awareness:**

- a. We will organise workshops, seminars, and career fairs to expose students to various career options, including technical qualifications and apprenticeships.
- b. Guest speakers, industry professionals, and representatives from vocational training institutions will be invited to share their expertise and experiences with our students.
- c. Collaborations with external education and training providers will facilitate internship programs, job shadowing, and industry visits to provide hands-on experience and insight into various career paths.

### **Promote Informed Decision-Making:**

- a. Students will receive comprehensive and up-to-date information regarding educational institutions, training providers, and apprenticeship schemes.
- b. A dedicated resource centre equipped with computers, internet access, and educational materials will enable students to research career options and seek guidance from qualified staff members.
- c. Students will be encouraged to participate in work experience programs and internships, which will enable them to gain practical exposure and make well-informed choices about their future paths.

### **Reduce Dropout Rates and Prevent NEET:**

- a. Regular monitoring and evaluating student progress will ensure appropriate support and guidance to keep students engaged in their chosen courses.
- b. Strong partnerships with external education and training providers will identify additional support systems and resources for students at risk of dropping out.
- c. Mentoring programs will be established, allowing experienced professionals and alums to guide and support students facing challenges in their chosen paths.
- d. Comprehensive career support services will be provided, including individualised support for students considering alternative education or training routes.

## Review and Evaluation:

This policy will undergo regular review to assess its effectiveness in achieving the stated aims. Feedback from students, parents, and staff members will be sought to ensure the policy remains relevant and impactful. Based on these evaluations, necessary adjustments or improvements will be made to foster continuous improvement and better outcomes for our students.

By implementing this policy, Champion School empowers students to make informed decisions about their future education and training pathways. We aim to broaden their horizons, promote lifelong learning, and equip them with the necessary skills and knowledge to succeed in their chosen careers.

## Student Entitlement

Under the latest PAL requirements, **students in Years 8 to 13 will have at least six meaningful encounters** with providers of technical education and apprenticeships. These encounters will be **integrated into the careers program** and scheduled at key transition points. The school will maintain records of these encounters and review them annually to ensure quality and compliance.

Campion 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 provide at least six encounters with providers of approved technical education qualifications or apprenticeships. This will be done in assemblies during National Apprenticeship Week, National Careers Week, and by providers attending school careers events.

## Program Activities:

Program activities will include **structured workshops, employer-led sessions, and virtual encounters** where appropriate. All activities will be aligned with the **Gatsby Benchmarks** and **PAL statutory guidance**. Providers will be given clear opportunities to present approved technical qualifications and apprenticeships, ensuring impartiality and breadth of choice for students.

### 1. Assemblies and Presentations:

- a. During National Apprenticeship Week and National Careers Week, we organise dedicated assemblies highlighting the importance and benefits of technical education qualifications and apprenticeships.
- b. Throughout the academic year, we invite representatives from approved providers to deliver presentations and share insights about their programs, courses, and apprenticeship opportunities.

### 2. Careers Events:

- a. We host career events at our school, where various further education and training providers, technical institutions, and apprenticeship organisations are invited to engage with our students.

### 3. Individualised Guidance and Support:

a. Our dedicated Careers Adviser provides personalised guidance and support to students, assisting them in exploring their interests, identifying suitable career pathways, and connecting them with relevant further education and apprenticeship providers.

b. We facilitate one-on-one sessions, where students can discuss their aspirations, receive advice on course selection, and explore opportunities specific to their interests and goals.

#### 4. Workshops and Work Experience:

a. We conduct workshops and interactive sessions to equip students with the necessary skills for applications, interviews, and assessments required by other educational institutions and apprenticeship providers.

b. We actively promote work experience opportunities, encouraging students to engage in placements that align with their desired career paths, enabling them to gain practical exposure and insight into their chosen industries.

## Development

This policy has been developed and is reviewed annually by the Careers Leader (**Michael Wilson – Careers Leader and Line Manager**) and the Headteacher (**Jassa Panesar**), in line with current good practice guidelines from the Department for Education.

## Links with other policies

The initiative strongly aligns with and is firmly supported by several critical school policies that play a crucial role in ensuring a safe, inclusive, and supportive educational environment. These policies include, but are not limited to:

**Careers Policy:** The program recognises the significance of career development and guidance for students. It operates by the school's Careers Policy, which aims to provide students with valuable resources, opportunities, and support to explore various career pathways. By integrating with this policy, the initiative promotes students' career awareness, aspiration, and readiness.

**Child Protection Policy:** Safeguarding and protecting the well-being of students is of utmost importance within the school community. The initiative operates within the school's Child Protection Policy, ensuring appropriate measures are in place to identify and address child protection concerns. By adhering to this policy, the initiative creates a secure and nurturing environment for all participants.

**Equality and Diversity Policy:** Embracing diversity and promoting equal opportunities are fundamental principles within the school's ethos. The initiative fully supports the school's Equality and Diversity Policy, which fosters an inclusive and respectful environment for students of all backgrounds, abilities, genders, and identities. It actively encourages participation from diverse groups and ensures fairness and equity in its implementation.

**SEND Policy:** The initiative aligns with the school's Special Educational Needs and Disabilities (SEND) Policy. It acknowledges the unique needs of students with disabilities or additional learning requirements and aims to provide tailored support and accommodations to ensure their active participation and success. By incorporating the principles of the SEND Policy, the initiative aims to create an inclusive experience that meets the diverse needs of all students.

By aligning with these key school policies, the initiative ensures a comprehensive and well-rounded approach that addresses students' diverse needs, aspirations, and safeguarding concerns, fostering an environment where everyone can thrive and succeed.

## **Equality and Diversity**

Campion School upholds the principles of equality and diversity by actively promoting and facilitating access to a diverse range of educational providers. The school ensures that all students have equal access to comprehensive information about further education institutions and apprenticeship programs beyond its offerings.

Recognising the importance of impartiality, Campion School encourages students to make informed decisions about their future by providing unbiased information. The school empowers students to explore multiple educational pathways and vocational opportunities through various initiatives and partnerships with external providers.

By promoting access to other providers, Campion School strives to eliminate any barriers or limitations students may face in pursuing higher education or apprenticeships. The school's commitment to equality ensures that every student, regardless of background or ability, has equal access to resources and information that can shape their educational and career choices.

Through impartial information, Campion School equips students with the knowledge and understanding needed to make informed decisions about their future paths. By encouraging students to consider a broad range of options, the school empowers them to choose pathways that align with their interests, aspirations, and talents.

In summary, Campion School actively promotes equality and diversity by offering and facilitating access to external providers. This enables all students to access impartial information about further education and apprenticeship opportunities. This commitment ensures that students can make well-informed decisions, opening doors to many possibilities and enabling them to shape their future paths.



## Requests for access

To make access requests, please direct them to Michael Wilson, the Careers Leader at Campion School. You can reach Michael Wilson by telephone at 01926 743229 or via email at [michaelw4@campion.warwickshire.sch.uk](mailto:michaelw4@campion.warwickshire.sch.uk). He is the designated point of contact for any inquiries or requests regarding access to information, resources, or support. Feel free to use the provided telephone number or email address to contact Michael Wilson for assistance with your access-related needs.

## Grounds for granting requests for access

Access requests will be granted on specific grounds and occasions that align with Campion School's objectives and activities. These grounds include:

1. **School Assemblies:** Providers will be given access to attend school assemblies, where they can share valuable information, insights, and opportunities with students. This platform allows students to gain exposure to various providers and learn about career paths or further education options.
2. **Timetabled Careers or Life Skills Lessons:** Providers will have access to timetabled Careers or Life Skills lessons. This ensures that students receive focused guidance and information on potential career choices, employment skills, and personal development directly from external providers.
3. **Careers or Raising Aspirations Events:** Campion School actively organises Career or Raising Aspirations events to enhance students' understanding of different career pathways and increase their aspirations. Providers are granted access to these events, enabling students to interact with professionals and gain valuable insights into potential opportunities.
4. **Partnership-Organised Visits:** In collaboration with Campion School, students may have the opportunity to visit other providers outside the school premises. These visits aim to provide students with hands-on experience, more profound knowledge of specific industries, and exposure to real-world work environments.

Campion School recognises the importance of exposing students to a range of providers and opportunities. By granting access based on these grounds, the school ensures that students can access comprehensive information, diverse perspectives, and practical experiences that can shape their future decisions and aspirations.

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

Campion School is committed to facilitating productive and engaging visits from further education, technical training, and apprenticeship providers. To ensure the smooth coordination of these visits, we provide appropriate facilities, such as fitting rooms or assembly halls, equipped with computers, projectors, and screens. Computer rooms can also be arranged as needed. The organisation and supervision of these visits will be overseen by the Careers Leader or Careers Adviser, in close collaboration with the provider, to ensure that the facilities meet the audience's requirements. We prioritise safeguarding by conducting necessary checks, and a member of the Careers Team will be assigned to meet and supervise the provider during their visit.

### **Facilities and Equipment: Classrooms and Assembly Halls**

- A. Campion School will allocate a fitting room or assembly hall for provider visits, depending on the needs and size of the audience.
- b. These rooms have computers, projectors, and screens to facilitate presentations, demonstrations, and interactive sessions.

### **Computer Rooms**

- a. If required, Campion School can arrange access to computer rooms to accommodate provider visits that involve hands-on activities or require specific software or online resources.

### **Collaboration and Organisation:**

- a. The Careers Leader or Careers Adviser will work closely with the provider to determine the appropriate facilities and ensure they meet the audience's needs.
- b. Discussions will be held to understand any specific requirements or technical setup necessary for the visit.

### **Safeguarding Checks:**

- a. Before the provider's visit, Campion School will conduct appropriate safeguarding checks to ensure the safety and well-being of our students.
- b. School policies and procedures will conduct necessary background checks and risk assessments.

### **Supervision and Facilitation:**

- a. A member of the Careers Team will be assigned as the supervisor for the provider's visit.
- b. The supervisor will meet and greet the provider, ensure they have everything they need, and facilitate a smooth and engaging session.

### **Review and Evaluation:**

Campion School will regularly review the process and facilities provided for provider visits to ensure their effectiveness and suitability. Feedback from both providers and students will be sought to make any necessary adjustments or improvements. By maintaining a collaborative approach and prioritising the well-being and safety of our students, we aim to create a conducive environment for fruitful encounters between providers and our students.

### **Live/Virtual encounters**

Campion School will consider live online encounters with providers where requested. These may be broadcast into classrooms or the school assembly hall. Pre-technology checks will be required to ensure system compatibility.

### **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 and is responsible to their senior management line manager.

### **Complaints Procedure**

Any complaints about this policy should be raised with **Michael Wilson**,

email: [michaelw4@campion.warwickshire.sch.uk](mailto:michaelw4@campion.warwickshire.sch.uk)

**Michael Wilson** will raise the complaint to **Mr Jassa Panesar/ Head Teacher of Campion School**.

### **Monitoring review and evaluation**

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

**Policy Coordinator: Michael Wilson**

**Policy Reviewed: January 2026**

### **Appendix:**

**Providers who have been invited into *Campion School* to date include:**

Warwickshire College

SUAC (Stratford upon Avon College)

City College Coventry

CWT (Coventry & Warwickshire Training)

Aston University

University of Warwick

University of Leicester

UPDATED JANUARY 2023

Loughborough University

Playground Games

Dell computers

Royal Navy

Cambridge University