

Provider Access Policy Statement (Baker Clause)

Start Date:	Spring 2026
Date of Next Review:	Spring 2027
Authors:	Mr S Aydin & Miss E Ridgeway
Responsible Committee:	Education Committee

Haileybury Turnford: Provider Access Policy Statement (Baker Clause)

Haileybury Turnford Provider Access Policy Statement (Baker Clause) Introduction

This policy statement sets out the school's arrangements for managing the access of providers to students at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997, as amended by the Skills and Post-16 Education Act 2022. Pupils are called "students" locally at Haileybury Turnford.

Student Entitlement

All students in Years 7-13 are entitled:

1. To find out about technical education qualifications and apprenticeship opportunities, as part of a structured careers programme that provides information on the full range of education and training options available at each transition point.
2. To hear from a variety of local and national providers about the opportunities they offer, including technical education and apprenticeships – through careers events, assemblies, small-group discussions, and taster sessions.
3. To understand how to research and apply for the full range of academic and technical courses.

In line with statutory requirements:

- For students of compulsory school age (Years 8-11), these encounters are mandatory. There will be a minimum of two encounters in Years 8-9 and two more encounters in Years 10-11 with providers of technical education and apprenticeships.
- For students in Year 12 and Year 13, there will be at least two further provider encounters available. While these encounters are not compulsory for students, schools must offer meaningful opportunities for engagement.

These provider encounters will be scheduled during the main school hours to ensure that all students can participate. Each provider will be given a reasonable amount of time to:

- Share information about their institution and the approved technical education qualifications and apprenticeships they offer.
- Explain the career routes and progression pathways linked to these options.
- Provide insights into what it is like to learn or train with them, including opportunities to meet current staff and students.
- Answer questions from students to support informed decision-making.

Commitment to Inclusive Careers Provision

Alongside our universal careers offer, Haileybury Turnford provides enhanced, targeted interventions to ensure every student can achieve their potential, regardless of their background or individual needs. This bespoke support is designed to break down barriers, raise aspirations, and secure successful post-16 transitions.

Students with Special Educational Needs and Disabilities (SEND)

Our careers provision for students with SEND is integrated into their holistic support through the school's graduated 'Assess, Plan, Do, Review' cycle. Enhanced support includes:

- An additional, dedicated 1:1 meeting with the Careers Lead, involving their Link Worker, to formulate a personalised Post-16 Action Plan.
- Key Worker support from a trusted Link Worker to nurture specific aspirations and facilitate meaningful employer encounters.
- Accessible resources and supported research sessions in the Flexible Learning Centre.
- Liaison with post-16 providers to ensure a smooth and supported transition.

Pupil Premium (PP) Cohort

To address potential barriers to social mobility, students in our Pupil Premium cohort receive priority access to a range of targeted interventions:

- An Annual Future Skills Review, followed by a targeted 1:1 meeting to discuss ambitions and challenge limiting beliefs.
- An enhanced 1:1 meeting with the Careers Lead to create a bespoke Post-16 Action Plan, with parents invited to attend.
- Opportunities for internal mentoring with staff who have relevant industry experience.
- Guaranteed meaningful encounters with employers and potential financial support for interview or open day travel where applicable.

Children Looked After (CLA), Children in Need (CiN), and students on a Child Protection (CP) Plan

Through the **Explore More+ Programme**, delivered in partnership with HCC Services for Young People (SfYP), we provide an intensive layer of personalised support for these students. The core aim is to raise aspirations and prevent students from becoming Not in Education, Employment, or Training (NEET). Key features include:

- A dedicated, impartial CEIAG Adviser from SfYP allocated to each student.
- The creation of a personalised action plan with clear steps towards achieving future goals.
- A progressive programme of support from Year 7 through to post-16, with the intensity of guidance tailored to the student's circumstances and key transition points.

Meaningful Provider Encounters

A provider encounter is defined as a meeting or session between students and at least one provider of technical education or apprenticeships.

At Haileybury Turnford, we are committed to ensuring that all encounters are high-quality and meaningful, in line with **Gatsby Benchmark 7** (Encounters with Further and Higher Education) and the Making it Meaningful Checklist developed by the Careers & Enterprise Company (CEC).

To ensure each encounter is effective, we follow the five key principles outlined in the checklist:

1. **Purposeful** – Sessions are planned with clear objectives that help students make informed choices.
2. **Focused on Student Needs** – Activities are tailored to be relevant to students' aspirations and interests.
3. **Interactive** – Students have the opportunity to ask questions, engage in discussions, and participate in activities.
4. **Diverse** – A range of providers are invited to ensure students understand all post-16 and post-18 options.
5. **Reflective** – Students are encouraged to reflect on their encounters to help them make informed career decisions.

For more details, you can refer to the full Making it Meaningful Checklist [here](#).

Management of Provider Access Requests Procedure

A provider wishing to request access should contact **Mr S Aydin**, Co-Careers Lead, or **Miss E Ridgeway**, Co-Careers Lead.

Email: Aydins@haileyburyturnford.com **Phone:** 01992 308333 Ext: 235

Email: Ridgewaye@haileyburyturnford.com **Phone:** 01992 308333 Ext: 224

Destinations of Haileybury Turnford Students

After Year 11, students at Haileybury Turnford have a variety of options for their next steps. They can choose to continue their academic studies with A Levels in our Sixth Form, pursue vocational qualifications such as BTECs or T Levels at Further Education colleges, or enter apprenticeships to gain practical experience while earning a salary. Alternatively, students can opt for technical education through T Levels, which combine classroom learning with industry experience in sectors such as healthcare and digital technology.

Following Year 13, students have several pathways to consider. Those wishing to continue their education can apply to university with support from our Careers team, including UCAS guidance. For students interested in combining work and study, we offer advice on higher apprenticeships and degree apprenticeships, which allow them to gain qualifications while working full-time. For those choosing to enter the workforce directly, we provide career advice and support with job applications and interviews. Additionally, students considering a gap year will receive guidance on making the most of this time through travel, work experience, or volunteering.

Throughout both post-16 and post-18 transitions, our Careers programme ensures that every student receives the advice and support they need to make informed and confident decisions about their future.

Year 11 – 2020 to 2025

Year 11	2019/20	2020/21	2021/22	2023/24	2024/25	2025/26
	%	%	%	%	%	%
Apprenticeship	3	7	3	5	25	0
College	23	31	45	32	6	35
HT Sixth Form	62	52	48	51	48	52
External Sixth Form	2	2	2	2	8	2
NEET	1	0	0	0	3	1
Unknown	9	8	2	10	1	7

100% 100% 100% 100% 100% 100%

Year 13 – 2020 to 2025

Year 13	2019/20	2020/21	2021/22	2023/24	2024/25	2025/26
	%	%	%	%	%	%
Apprenticeship	11	16	23	5	4	11
Employment	21	5	11	11	45	15
University	41	51	49	46	45	52
College	4	4	4	2	5	0
Gap Year	1	2	1	0	1	5
Returning to HT	11	4	0	0	0	0
Unknown	11	18	12	36	4	17

100% 100% 100% 100% 100% 100%

Opportunities for Access

Haileybury Turnford is committed to ensuring that all students have **at least six encounters** with technical education and apprenticeship providers, as required by the *Provider Access Legislation (PAL) 2023*. These encounters take place **during normal school hours** and are integrated into our careers programme.

A variety of **events and activities** provide opportunities for providers to engage with students and/or their parents/carers, including:

- **Careers fairs and employer networking events**
- **Assemblies and guest speaker sessions**
- **Workshops and taster sessions**
- **Mock interviews and application guidance**

All year groups benefit from **Careers Education, Information & Guidance (CEIAG)** delivered through:

- **Personal & Social Development (PSD) lessons** throughout the year
- **Weekly careers-focused tutor time**
- **Subject-specific careers links across the curriculum** (aligned with *Gatsby Benchmark 4: Linking Careers to the Curriculum*)

If you are a provider interested in engaging with our students, please contact our **Careers Leader(s)** to discuss the most suitable opportunities.

Key Stage 3

Term	Autumn Term	Spring Term	Summer Term
Year 7	<ul style="list-style-type: none">• Introduction to careers through form time activities and explore LMI information.	<ul style="list-style-type: none">• Employability skills and guest speakers. Visiting speakers to discuss careers & career choices and progressions. Tesco – Love of Food careers day.	<ul style="list-style-type: none">• Careers Enrichment activities including STEM activities, Enterprise project/challenge, and personal finance sessions.
Year 8	<ul style="list-style-type: none">• Enterprise project and explore LMI information. NatWest – Personal Finance Day.	<ul style="list-style-type: none">• Visiting speakers to discuss careers & University of Hertfordshire Pathfinder Day. Oracy challenge. Careers trip to Stansted.	<ul style="list-style-type: none">• Careers Enrichment activities including University of Hertfordshire Outreach activities and STEM activities.
Year 9	<ul style="list-style-type: none">• Employability skills development through careers form times and explore LMI information. Information regarding apprenticeships, T Levels, and Further Education. Brilliant Club: Scholars Programme with Oxbridge visit.	<ul style="list-style-type: none">• Visiting speakers to discuss careers & Options Evening and support in form times.	<ul style="list-style-type: none">• Careers Enrichment activities including University of Hertfordshire Outreach activities and STEM activities.

Key Stage 4

Term	Autumn Term	Spring Term	Summer Term
Year 10	<ul style="list-style-type: none"> Employability skills development through careers form times and explore LMI information. 	<ul style="list-style-type: none"> Visiting speakers to discuss careers & Preparation for Work Shadowing. Generations Broxbourne. 	<ul style="list-style-type: none"> Careers Day, Work Shadowing, Sixth Form and College talks and STEM activities. Mock interviews with JCP.
Year 11	<ul style="list-style-type: none"> Exploring opportunities and ideas for future progression, career guidance interviews and explore LMI information. 	<ul style="list-style-type: none"> Revisit information on Apprenticeships, T Levels and Further Education. Visiting speakers to discuss careers, career guidance interviews and progression interviews. 	<ul style="list-style-type: none"> CV guidance, mock interviews with ASK. Sixth form experience, guidance with next steps.

Key Stage 5 (Post-16)

Term	Autumn Term	Spring Term	Summer Term
Year 12	<ul style="list-style-type: none"> Employability skills development through form times, sixth form PSD programme and explore LMI information. Visiting speakers to discuss careers. 	<ul style="list-style-type: none"> Career guidance interviews and work shadowing preparation. 	<ul style="list-style-type: none"> Work shadowing and futures week. Mock Assessments with ASK.
Year 13	<ul style="list-style-type: none"> Application support and follow-up guidance interviews. Careers fair. 	<ul style="list-style-type: none"> Visiting speakers to discuss careers. University of Hertfordshire finance support. 	<ul style="list-style-type: none"> Guidance with next steps. UCAS Applications

Premises and Facilities

Haileybury Turnford will make appropriate premises available for discussions/sessions/encounters between providers and students with flexibility depending on the nature of the activity. Available spaces include:

- **The main hall**
- **Classrooms**
- **Private meeting rooms**
- **The library**

These spaces will be allocated as appropriate to the specific activity and discussed in advance with the Careers Leader(s) or a member of the Senior Leadership Team. We also have specialist equipment that can be provided to support provider presentations.

In addition to in-person encounters, meaningful online engagement is encouraged. We welcome providers who are able to offer live online sessions for our students, ensuring flexibility and a broad range of opportunities.

Providers are welcome to leave copies of their prospectus or other relevant course materials or promotional materials at the school reception area, from where they will be passed on to the relevant Careers Leader. All materials will be made accessible to all students through a variety of channels, including:

- Notice boards
- Pastoral offices
- Flexible Learning Centre (SEN Location)

These resources will be available to students during lunch and break times, providing them with a dedicated space to explore information about future education and career pathways.

Approval and Review

Approved by Governors' Education Committee on 4th December 2025.

Next Review: 1st February 2026.

Signed:

- R Newman (Principal)
- L Pugsley (Vice Chair of Governors & Chair of Education Committee)

Document collated by:

- Mr S Aydin, Year Achievement Coordinator & Co-Careers Lead
- Miss. E Ridgeway, Head of Year 12, Subject Lead & Co-Careers Lead