

Ethos Academy Trust

Careers Provider Access Policy

February 2026

1	Summary	Careers Provider Access Policy			
2	Responsible person	Careers Leaders			
3	Accountable ELT member	Rebecca Smith			
4	Applies to	<input checked="" type="checkbox"/> All Staff <input type="checkbox"/> Support Staff <input type="checkbox"/> Teaching Staff			
5	Trustees and/or individuals who have overseen development of this policy	Learning and Achievement Committee			
6	Headteachers/Service Heads who were consulted and have given approval (if applicable)	Chief Education Officer			
8	Ratifying committee(s) and date of final approval	Learning and Achievement Committee			
9	Version number	1.0			
10	Available on	Every	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N	Trust Website Academy Website Staff Portal	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N <input checked="" type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> Y <input type="checkbox"/> N
11	Related documents (if applicable)	Careers Policy			
12	Disseminated to	<input type="checkbox"/> Trustees <input checked="" type="checkbox"/> All Staff <input type="checkbox"/> Support Staff <input type="checkbox"/> Teaching Staff			
13	Date of implementation (when shared)	February 2026			
14	Date of next formal review	February 2027			
15	Consulted with Recognised Trade Unions	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N			

Date	Version	Action	Summary of changes
12/01/2026	1.0	Major policy revision	Re-write of original documentation for Trust wide policy in line with updated guidance and Gatsby Benchmarks

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1. Aims

Ethos Academy Trust is committed to providing high-quality, impartial careers guidance and fair access to a range of education and training providers for all pupils in Years 7–11.

This policy sets out how we will manage provider access and deliver encounters that meet the updated Gatsby Benchmarks—with strengthened expectations on inclusivity (SEND), parental engagement, labour market information (LMI), digital delivery, workplace experiences, and evaluation of impact.

As a trust we aim to:

- Develop knowledge and awareness among our pupils of all career pathways available to them, including technical qualifications and apprenticeships
- Support pupils in learning more about opportunities for education and training outside of school, before they make crucial choices about their future options
- Reduce drop-out from courses and avoid the risk of pupils becoming NEET (not in education, employment or training)

The requirements and entitlements in section 2 apply to every school in the trust that provides secondary education.

2. Statutory Requirements

Schools are required to ensure that there is an opportunity for a range of education and training providers to access students in years 7 to 11 for the purposes of informing them about approved technical education, qualifications or apprenticeships.

Schools must provide a minimum of 4 encounters with technical education or training providers to all pupils in years 7 to 11 (see more detail in section 2.1 below).

Schools must also have a policy statement that outlines the circumstances in which education and training providers will be given access to these pupils.

This is outlined in:

- Section 42B of the [Education Act 1997](#)
- [Education and Skills Act 2008](#)
- [The School Information \(England\) Regulations 2008](#)
- The [Skills and Post-16 Education Act 2022](#)
- Guidance from the Department for Education (DfE) on [careers guidance and access for education and training providers](#).
- Updated Gatsby Benchmarks

This policy shows how our trust complies with these requirements across our schools.

3. Pupil Entitlement

All pupils in our trust in years 7 to 11 are entitled to:

- Find out about further education training, technical education qualifications and apprenticeship opportunities as part of our careers programme, which provides information on the full range of education and training options available at each transition point
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships, through events such as assemblies, group discussions, taster events and options events
- Access high-quality labour market information (LMI), helping them understand local and national growth sectors, skills needs, and future employment trends.
- Understand how to make applications for the full range of academic and technical courses
- Pupils with SEND will receive tailored and accessible careers information, ensuring all encounters and resources meet individual needs
- Parents and carers will be provided with information about careers events, pathways, and resources, encouraging families to be actively engaged in supporting career decisions.
- Have a minimum of 4 encounters with providers

These encounters must happen for a reasonable period of time during the standard school day.

Our schools offer our pupils the encounters set out above, in line with the requirements.

Our schools can provide complementary experiences but encounters outside of school hours won't count towards these requirements.

Access to providers is available and promoted to allow all pupils to access information about other providers of further education and apprenticeships. We are committed to encouraging all pupils to make decisions about their future based on impartial information.

Pupils in year 7, 8 and 9

All pupils in these year groups are offered:

- 2 encounters with education and training providers
 - All pupils must attend
 - Encounters can take place any time during year 7, 8, and between 1 September and 28 February during year 9

Pupils in year 10 and 11

All pupils in these year groups are offered, as a minimum:

- 2 encounters with education and training providers
 - All pupils must attend
 - Encounters can take place any time during year 10, and between 1 September and 28 February during year 11

3.1 Meaningful encounters with providers

Our schools are committed to providing meaningful encounters for all pupils.

A meaningful encounter:

- Is where the pupil can explore what it is like to learn, develop and succeed in that environment
- Involves meeting both staff and learners/trainees
- Has a clear purpose
- Is underpinned by learning outcomes that are appropriate to the needs of the pupil
- Involves a 2-way interaction between the pupil and the provider
- Includes information about the provider, such as their recruitment and selection processes, the qualifications that provider offers and the careers these could lead to
- Describes what learning or training with the provider is like
- Is followed by opportunities for the pupil to reflect on the insights, knowledge or skills gained through the encounter
- Will incorporate exposure to labour market information and progression pathways.

4. Management of Provider Access

4.1 Procedure

A provider wishing to request access to pupils should contact the named contact for the school, set out in Appendix A.

4.2 Information we ask from providers

Our schools ask each provider to provide the following information for our pupils:

- Information about your provision and the approved qualifications or apprenticeships you offer
- Information about what careers those qualifications and apprenticeships can lead to
- Information on the current labour market (LMI) including the demand for different roles and skills
- What learning or training with you is like
- How you will ensure accessibility for pupils with SEND
- Answers to any questions from pupils

4.3 Opportunities for access

There are a number of events, integrated into our schools' careers programmes, that offer providers an opportunity to come into school to speak to pupils and/or their parents/carers. Please speak to the schools careers leader, set out in Appendix A, to access the careers programme and identify the most suitable opportunity for you.

4.4 Workplace Experiences

Our schools are committed to providing pupils with meaningful workplace opportunities, in line with the definition in Gatsby Benchmark 6 and the Government's Work Experience Guarantee. These experiences should allow pupils to observe and participate in real-world work environments, either onsite or virtually.

4.5 Live online encounters

Our schools will consider requests for live online encounters with providers, which may be broadcast into classrooms or a shared schools space. We welcome the use of digital technologies to enhance careers learning, including virtual workplace experiences, online Q & A sessions and remote employer interactions. We will need to carry out technology checks in advance to make sure systems are compatible.

4.6 Granting and refusing provider access requests

Each access request will be considered on a case-by-case basis.

Our schools will grant access requests where there is opportunity for a positive contribution to their careers programme.

4.7 Safeguarding

The Trusts safeguarding/child protection policy outlines the procedure for checking the identity and suitability of visitors. You can find the policy on the school websites.

Education and training providers will be expected to adhere to this policy.

Digital encounters and virtual workplace experiences will follow the same safeguarding standards as in-person visits, including pre-checks on platforms and supervision arrangements.

4.8 Premises and facilities

Our schools will provide an appropriate room, with the necessary equipment providers require to carry out their visit effectively – details will be agreed with the provider.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the schools' Careers Leader.

Providers will be met and supervised by a member of staff who will facilitate their visit.

5. Monitoring and Evaluation

The schools will monitor and evaluate the impact of all careers encounters using feedback from pupils, providers, staff and parents. Evaluation will also assess how effectively activities meet the Gatsby Benchmarks, including inclusivity, LMI use, and the quality of workplace experiences.

Appendix A: Provider Access Requests

Reach Academy:

A provider wishing to request access should contact Jack Ghee, Careers Leader on 01924 478482 or via email at jghee@eat.uk.com.

Evolve Academy:

A provider wishing to request access should contact Beth Newton, Careers Leader on 01924 7200752 or via email at bnewton@eat.uk.com.

Ethos College:

A provider wishing to request access should contact Callum Pashley, Careers Leader on 01924 469170 or via email at cpashley@eat.uk.com.

Enrich Academy:

A provider wishing to request access should contact Jo Buckley, Careers Leader on 01924 448677 or via email at jbuckley@eat.uk.com

Elements Academy:

A provider wishing to request access should contact Kelly Harding-Barton, Careers Leader on 01909 212231 or via email at KHarding-Barton@eat.uk.com.