



Provider Access Policy Northern Counties School

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 1 of 6

Policy Control/Monitoring

Approved by: (Position in Organisation)	Headteacher
Date (dd/mm/yyyy):	21/05/2026
Accountability: (Position in Organisation)	Deputy Headteacher
Revision Cycle:	Yearly
Brief details of amendments made	Placed policy in new template and completed an Equality Impact Assessment

Equality Impact Assessment

The Foundation's commitment is to create a positive culture of respect for all staff and service users and to identify, remove or minimise risks of unlawful discrimination and disadvantage in its policies, functions and activities. As part of its development this document has been assessed in line with The Foundation's equality impact assessment procedure.

Version Control Tracker

Version Number	Date
1.1	January 2024
1.2	February 2025
1.3	May 2026

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 2 of 6

1. Introduction

This policy sets out the arrangements for managing access of education and training providers to pupils at Northern Counties School.

The school recognises that access to providers is a key element of a **high-quality, inclusive careers programme**, but that some pupils may face **barriers to engagement**, particularly those with SEND, communication needs, or social disadvantage.

Northern Counties School is committed to ensuring that all pupils:

- Have equitable access to information about post-school pathways.
- Are supported to understand and engage with opportunities.
- Receive career input in ways that are **accessible, meaningful, and inclusive**.

The principles of the Equality Act 2010 underpin this policy.

2. Purpose

This policy aims to ensure that all pupils:

- Can access a **broad and balanced range of education and training providers**.
- Receive **accessible, impartial, and inclusive information** about pathways, including technical education and apprenticeships.
- Are supported to make informed decisions, regardless of background or need.

The school will ensure that provider access arrangements:

- Do not disadvantage any pupil group.
- Are planned to promote **equity of access and participation**.
- Include appropriate support for pupils requiring additional assistance.

All provider activity will reflect the school's commitment to **inclusion, diversity, and high aspirations for all learners**.

3. Scope

This policy applies to all provider interactions with pupils and families.

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 3 of 6

Opportunities for Access

A range of events will be delivered through the careers programme, including:

- Assemblies
- Workshops
- Careers fairs
- Individual or small group sessions

To ensure equality of access:

- All sessions will be **appropriately adapted** to meet pupil needs.
- Additional support (e.g. staff, communication aids, preparation materials) will be provided where required.
- Opportunities will be **planned to ensure all pupils, including those with complex needs, can participate meaningfully.**

No pupil will be excluded from provider interactions due to learning need, disability, or communication differences.

Premises and Facilities

The school will provide appropriate facilities and resources to support inclusive delivery, including:

- Accessible spaces
- Specialist equipment
- Assistive technologies where appropriate

Providers will be expected to:

- Deliver content in ways that are **accessible, engaging, and appropriate.**
- Adapt materials for pupils with additional needs.
- Work with school staff to ensure effective communication.

All materials shared with pupils must be suitable for a **diverse and inclusive audience.**

4. Definitions

- Provider **Access**: Opportunities for external organisations to present education and training pathways
- Equality: Ensuring fair access to opportunities for all pupils
- Inclusion: Removing barriers to participation and engagement

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 4 of 6

- Reasonable **Adjustments**: Adaptations made to enable pupils with protected characteristics to access the provision fully
- Protected **Characteristics**: As defined in the Equality Act 2010

5. Principles

The school will ensure that:

- All pupils have **equal and meaningful access** to provider encounters.
- Careers provision reflects **high aspirations for all learners**, regardless of need or background.
- Activities are designed with **inclusion and accessibility as a priority**.
- Providers promote diverse pathways and **challenge stereotypes and bias**.
- Pupils are supported to understand and engage with opportunities at an appropriate level.

Equality and Inclusion Requirements for Providers

All providers must:

- Deliver sessions that are **inclusive, accessible, and free from bias**.
- Represent a **diverse workforce and range of pathways**.
- Avoid reinforcing stereotypes based on gender, disability, ethnicity, or background.
- Adapt communication methods to suit pupil needs.
- Work collaboratively with school staff to meet individual needs.

6. Monitoring and Compliance

The Deputy Headteacher or Senior leader responsible will oversee the implementation of this policy, ensuring that:

- Access to providers is **planned equitably across all pupil groups**.
- Participation is monitored, including by:
 - Key cohorts
 - Pupils with SEND
 - Other relevant groups
- Feedback is collected from:
 - Pupils
 - Staff
 - Providers
 - Families

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 5 of 6

The school will monitor:

- Engagement levels across different groups
- Accessibility and effectiveness of provider sessions
- Any barriers to participation

Where inequalities are identified, actions will be taken to address them.

7. Associated Policies and References

This policy should be read in conjunction with:

- Careers, Information and Guidance Policy
- Equality and Diversity Policy
- SEND Policy
- Safeguarding Policy
- Teaching and Learning Policy

Together, these policies ensure a **coordinated and inclusive approach** to preparing pupils for their futures.

Policy Name: Provider Access Policy (NCS)	Issue Date: May 2026	Version No: 1.3
Status: Approved	Next Review Date: May 2027	Page 6 of 6