

Provider Access Policy

Author:	PPR
Approval Date:	22 September 2025
Approval Body:	Full Governing Board
Review Date:	September 2028
Version:	V2

Version	Date	Updates
V2	September 2025	Updates throughout document, changes highlighted in yellow.

Associated Policies

- Safeguarding and Child Protection Policy
- Careers Policy

1	Policy Statement of Aims
1.1	<p>Provider Access Statement</p> <p>At Northampton School for Girls (NSG), we are resolutely committed to providing an exceptional, inclusive, and ambitious programme of careers education, information, advice and guidance (CEIAG) that empowers every student to explore, aspire, and achieve without limits.</p> <p>As a proud girls' school with a co-educational Sixth Form, our ethos is grounded in the belief that all young people, regardless of gender, background, or circumstance, deserve access to the highest quality opportunities, role models, and information to shape bold and fulfilling futures.</p> <p>This policy articulates our approach to ensuring students encounter a wide range of providers offering technical, vocational, and academic pathways, including apprenticeships and employment. Our approach actively challenges stereotypes, tackles structural barriers, and promotes equity, particularly in sectors where women and underrepresented groups are traditionally marginalised.</p> <p>By fostering confidence, curiosity and informed decision-making, we nurture every student's sense of agency over their future. Through our Provider Access Policy, we champion diversity, promote social mobility, and reinforce NSG's role in shaping not only aspirational futures for our students, but a more inclusive and representative world beyond school.</p>
2.	Scope of this policy
2.1	<p>This policy applies to all students in Years 7-13 and encompasses the full breadth of our CEIAG programme. We ensure:</p> <ul style="list-style-type: none"> • A minimum of six meaningful provider encounters for every student from Years 7 to 13, equitably spaced throughout their journey. • Access to high-quality, up-to-date, and impartial information about the full spectrum of academic, vocational, and technical education pathways. • A CEIAG offer that is fully inclusive, supporting students with SEND, those eligible for Pupil Premium, and students at risk of becoming NEET. • Alignment with the Gatsby Benchmarks, especially Benchmarks 5 (Encounters with Employers) and 7 (Encounters with Further and Higher Education). • An embedded Diversity, Equity and Inclusion (DEI) approach that challenges assumptions and opens up new possibilities for all.
3.	Who is responsible for carrying out this policy?
3.1	<p>All staff contribute to delivering our ambitious careers programme:</p> <ul style="list-style-type: none"> • Careers Leaders: Glen Giles (Assistant Headteacher) and Sarah Harle (Strategic lead and coordination) • All Teachers and Tutors: Embed careers learning within the curriculum and support event delivery. • Senior Leadership Team: Ensure alignment with school development and Ofsted priorities. • Governors: Oversee statutory compliance, ambition, and impact.
4.	Who to contact
4.1	<p>To request access or discuss opportunities to engage with our students:</p> <ul style="list-style-type: none"> • Contact: Sarah Harle, Strategic lead and coordination <p>Address: Northampton School for Girls, Spinney Hill Road, NN3 6DG</p>

	<p>Tel: 01604 679540 Email: careers@nsg.northants.sch.uk</p>
5.	What are the principles behind the policy?
5.1	<p>Strategic Principles</p> <p>Northampton School for Girls' approach to careers education is rooted in a clear moral purpose: to provide all students – from our girls in Years 7–11 to our co-educational Sixth Form – with the knowledge, experiences and support they need to shape ambitious, fulfilling and inclusive futures. Our strategy is shaped by the following key principles:</p> <p><i>Ambition, Excellence and Equity</i></p> <p>We believe every student, regardless of gender, background, additional need, or prior attainment, must be actively encouraged and empowered to aspire beyond stereotypes, achieve excellence, and imagine futures without limitation. We strive to dismantle barriers and cultivate the confidence, curiosity and resilience needed to succeed in an evolving world of work.</p> <p><i>Transformative Partnerships</i></p> <p>We work in close partnership with leading organisations, including the South Midlands Careers Hub, Sutton Trust, UCAS, the National Careers Service, employers, and our vibrant and diverse Alumnae network, to provide authentic, meaningful encounters that reflect the full range of post-16 and post-18 opportunities. These partnerships support representation, progression, and challenge outdated assumptions.</p> <p><i>Early and Targeted NEET Prevention</i></p> <p>We take a proactive, data-informed approach to identifying students at risk of becoming NEET (Not in Education, Employment or Training). Through early intervention, personalised guidance, and inclusive pathways, we ensure every student transitions confidently and successfully to their next stage of education or employment.</p> <p><i>Responsive, Reflective and Student-Centred Practice</i></p> <p>Our careers programme is a living strategy: regularly reviewed and refined through student voice, provider feedback, destination data, and local labour market insight. This ensures our provision is agile, evidence-informed, and always aligned with the evolving ambitions and needs of our students.</p>
6.	Opportunities for Access
6.1	<p>NSG's careers programme offers a carefully sequenced and developmentally appropriate series of high-impact engagements, designed to equip students with the knowledge, confidence and cultural capital needed to thrive in a dynamic and evolving world. Our provision is inclusive by design, ensuring every learner has meaningful access to providers across a diverse range of sectors, qualifications and futures. We place particular emphasis on challenging stereotypes and broadening perceptions of what is possible, especially in fields where women and underrepresented groups are historically marginalised.</p> <p>Opportunities include, but are not limited to:</p> <p>Assemblies and PSHE (Years 7–13): Themed termly sessions featuring employer talks, technical and vocational education insights, labour market awareness, and key future skills aligned to the Skills Builder framework. These sessions are carefully curated to challenge assumptions, promote diverse role models, and raise aspirations.</p>

	<p>Curriculum-Integrated Careers Learning and Pathway Evenings: Subject-specific sessions linking curriculum knowledge to real-world applications and future careers, supported by annual Choices Evenings to inform student decision-making at key transitions. Content is designed to challenge occupational stereotypes and showcase a wide spectrum of opportunities.</p> <p>Higher Education Visits: Including Year 11 visits to the University of Northampton and Year 12 visits to the University of Bedfordshire, alongside broader engagement with regional and national providers through fairs, webinars, and outreach initiatives. These visits ensure access to a full range of academic and vocational progression routes.</p> <p>Applied Learning Week Experiences:</p> <ul style="list-style-type: none"> • Year 7: CSI Forensics Challenge and Wildfire Team Skills • Year 8: Steps into Work Day, exploring roles, aspirations and employability • Year 9: Young Enterprise activities and STEM-focused industry encounters • Year 10: Step Up to Sixth Form, Careers Day, CV and LinkedIn profile building, and Mock Interviews with industry professionals <p>Sixth Form Futures Programme: Bespoke support including UCAS application workshops, personal statement clinics, apprenticeship search and interview guidance, gap year planning, and professional mentoring. Representation and role model diversity are embedded in all sessions.</p> <p>Blended and Accessible Engagement: Students benefit from a range of digital and face-to-face activities via the 'NSG Careers Hub', including virtual insight days, employer-led webinars, and recorded resources that extend access to opportunities outside of traditional school hours.</p> <p>We work collaboratively with providers to design inclusive, impactful encounters that align with students' developmental stages, aspirations, and intersectional identities. All engagements are monitored for quality, representation, and student impact, with a firm focus on dismantling stereotypes and promoting equity in every aspect of provision.</p>
7.	Facilities and Resources
7.1	<p>NSG is committed to ensuring that all provider interactions take place in environments that are professional, welcoming, and conducive to meaningful engagement. We offer a range of flexible and accessible spaces to support this, including the Spinney Theatre, dedicated classrooms, and private meeting rooms tailored for small group or one-to-one guidance sessions.</p> <p>Audio-visual and specialist equipment can be provided upon request to enhance the delivery and impact of presentations, workshops, and interactive experiences. We are fully committed to ensuring that all facilities meet accessibility requirements to support the full participation of providers and students, including those with additional needs.</p> <p>All external providers must comply with the school's Safeguarding and Child Protection Policy. Prior to any engagement, providers will receive a safeguarding briefing to ensure their full understanding of and alignment with NSG's safeguarding protocols. This is essential to maintaining a safe, respectful, and inclusive environment for all students.</p> <p>Our facilities reflect our commitment to professional excellence, inclusivity, and safeguarding in every encounter, supporting the delivery of inspiring and impactful guidance across our girls' school and co-educational Sixth Form.</p>
8.	Policy Review
8.1	<p>The implementation and impact of this policy will be closely monitored by the Careers Leaders in collaboration with the Senior Leadership Team.</p> <p>Our approach to review is grounded in a cycle of continuous improvement, underpinned by feedback from students, staff, providers, and wider stakeholders. This ensures that our careers provision remains</p>

ambitious, inclusive, and responsive to the evolving needs of our learners and the wider education and employment landscape.

In line with statutory requirements and best practice, this policy will be formally reviewed every three years, or earlier in response to changes in legislation, statutory guidance, or emerging priorities identified through monitoring and evaluation.

NSG remains committed to ensuring this policy reflects our values as a girls' school with a co-educational Sixth Form, and that it continues to advance our determination to provide future-facing careers education for every student.