



Lift  
Bexleyheath

# Careers Education Plan 2025-26

## Information for internal and external stakeholders

### 1. Purpose and Statutory Context

This policy sets out Lift Bexleyheath Academy's arrangements for managing access by education and training providers to pupils for the purpose of giving them information about the provider's education or training offer.

It complies with the legal obligations under:

- The **Skills and Post-16 Education Act 2022**, which strengthens the Provider Access Legislation (PAL)
- The **Careers Guidance and Access for Education and Training Providers Statutory Guidance for Schools and Colleges** (updated May 2025)
- The **Baker Clause**, now integrated within PAL
- The **Gatsby Benchmarks for Good Career Guidance**, particularly Benchmark 7 (Encounters with further and higher education)

The purpose of this policy is to ensure that all pupils in Years 8–13 are provided with **meaningful encounters** with a wide range of education and training providers, so they are fully informed about **approved technical education, apprenticeships, and academic pathways** available to them.

### 2. Student Entitlement

All pupils in Years **8 to 13** at Lift Bexleyheath Academy are entitled to:

- Learn about all **post-14, post-16, and post-18** education and training options, including technical qualifications, apprenticeships, T Levels, and university routes.
- Receive **at least six meaningful encounters** with external providers as required by law:
  - **Two encounters** in Years 8 or 9
  - **Two encounters** in Years 10 or 11
  - **Two encounters** in Years 12 or 13

During each encounter, providers will be given the opportunity to:

1. Share information about their organisation and the courses, apprenticeships, or qualifications they offer.
2. Explain the skills, qualifications, and pathways that lead to their sector.
3. Provide insights into what studying or training with them is like.
4. Engage directly with pupils to answer questions about progression routes and career options.

All pupils will also receive impartial careers guidance from a **qualified careers adviser** and have access to a comprehensive careers education programme aligned with the **Gatsby Benchmarks**.

### 3. Management of Provider Access Requests

#### 3.1 Procedure for Requests

Education and training providers wishing to request access should contact:

1. **Dr F. Lucas**  
*Assistant Principal in charge of Careers*

☎ 020 8303 5696

✉ [flucas@liftbexleyheathacademy.org](mailto:flucas@liftbexleyheathacademy.org)

2. **Ms I. Shalo**

*Vice Principal in charge of Remarkable Experience*

☎ 020 8303 5696

✉ [ishalo@liftbexleyheathacademy.org](mailto:ishalo@liftbexleyheathacademy.org)

Requests should be made at least **3–6 weeks in advance** to allow for suitable scheduling and coordination within the Academy's careers programme.

### **3.2 Opportunities for Access**

A range of activities and events are integrated into our **Careers Education, Information, Advice and Guidance (CEIAG)** programme where providers can be invited to speak with pupils. These include:

- Careers fairs and employer exhibitions
- Assemblies and themed weeks
- Small-group workshops and taster sessions
- Curriculum-linked lessons and presentations
- Mock interviews and career panels
- Sixth form open events and apprenticeship evenings
- Virtual sessions or webinars

The Careers Leader will liaise with providers to ensure sessions are appropriate for the year group and align with curriculum planning and safeguarding requirements.

### **3.3 Facilities and Resources**

Lift Bexleyheath Academy will make suitable rooms, ICT equipment, and resources available to support provider interactions.

All visitors must:

- Comply with the Academy's **Safeguarding and Visitor Policy**
- Be accompanied by a member of staff at all times
- Provide any necessary DBS certification or identification when required

Providers are welcome to leave prospectuses, posters, or digital materials for distribution in the **Careers Resource Area**, sixth form centre, or via student digital platforms.

### **3.4 Grounds for Refusal or Modification**

While the Academy welcomes all compliant requests, access may be declined or rescheduled if:

- The request does not align with the careers calendar
- Insufficient notice is given
- The request conflicts with exams or key school events
- The provider fails to meet safeguarding requirements

In such cases, the Careers Leader will offer an alternative arrangement where possible.

## **4. Monitoring and Evaluation**

- The Careers Leader will maintain a record of all provider encounters, including date, format, provider, and pupil feedback.
- The quality and impact of each encounter will be evaluated through pupil and staff feedback to ensure continuous improvement.

- This policy and its implementation will be reviewed annually by the Careers Leader, Senior Leadership Team, and governing body.

Lift Bexleyheath Academy will ensure compliance with the statutory **Provider Access Legislation** and report annually on delivery.

## 5. Equality and Inclusion

Lift Bexleyheath Academy is committed to ensuring **equal access** for all students.

We will:

- Promote inclusion and ensure no pupil is disadvantaged based on gender, race, ability, or background.
- Offer additional support or adapted provision where necessary (for example, for pupils with SEND or those requiring alternative formats).
- Provide impartial, balanced information about all post-16 and post-18 routes.

## 6. Publication and Review

This policy will be published:

- On the **Lift Bexleyheath Academy website** under the *Careers* and *Policies* sections.
- Shared with staff, students, parents, and providers through the Academy's communication channels.