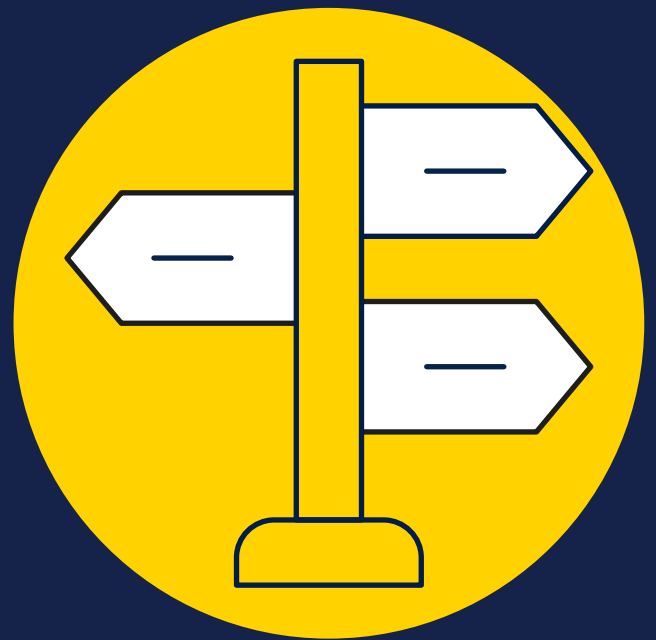


ROUTING
for you 

Provider Access Legislation (PAL)

Important information for
education establishments.

Promoting all pathways.





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What is PAL?

Did you know that in January 2023, the Department for Education (DfE) introduced a new legislation? They set out a new legal duty on schools/academies to ensure all registered students have access to providers of technical education and apprenticeships during their journey through education.

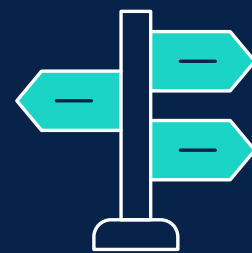
The new Provider Access Legislation (PAL) was introduced to develop and strengthen the Baker Clause. It requires all schools and academies to provide opportunities for a range of education and training providers. This new legislation targets all Year 8-13 students and requires education providers to inform them about all technical education qualifications and apprenticeships.

The department has asked that all maintained schools and academies make sure they have put in place arrangements to comply with the new legislation. Schools and colleges now have a responsibility to offer students the right pathway that will secure the best outcome for them, whether that be through education or work. This means that schools must act without bias towards any particular route, be that academic or technical.

The legislation creates a vision that means that every student, whatever their ambitions, should have every opportunity to explore the full range of learning providers, whether that be colleges, universities, apprenticeships, training providers, University Technical Colleges (UTCs) and Studio Schools.



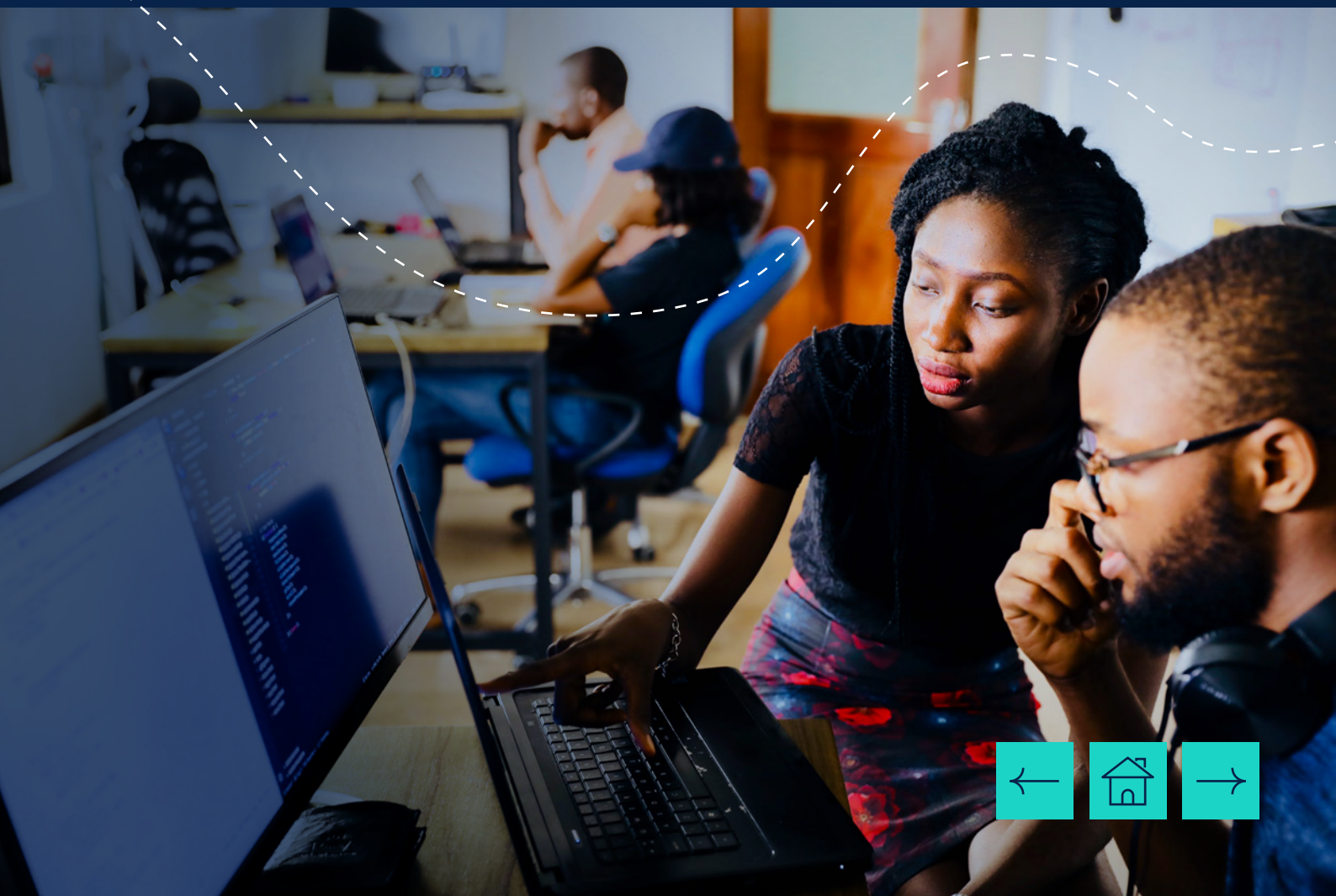
Changes to the Legislation



The department originally introduced a legal duty in 2018 that required all maintained schools and academies ensure that there is an opportunity for a range of providers (both education and training) to access students and inform them about approved technical education qualifications and apprenticeships.

By hearing directly from a range of providers, every student can build up a full picture of what is available and make informed choices about their future.

Through the Skills and Post-16 Education Act 2022, DfE has made further provisions that state how many provider encounters a school must offer and when. All maintained schools and academies must provide six encounters with a provider of technical education or apprenticeships.



The Delivery Requirements



As a minimum, schools **must** offer:

Two encounters for students during the first 'key phase' (year 8 or 9) that are mandatory for all students to attend. These should take place anytime during year 8 or between 1st September and 28th February during year 9.

Two encounters for students during the 'second key phase' (year 10 or 11) that are mandatory for all students to attend. These should take place during year 10 or between 1st September and 28th February during year 11.

Two encounters for students during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for students to attend. These should take place any time during year 12 or between 1st September and 28th February during year 13.

The delivery requirements state that schools should encourage all students to attend these encounters, however, with optional attendance for older students.

- All encounters must happen for a reasonable period of time during the school day.
- Provider encounters that take place outside of school hours do not count towards the fulfilment of the legal requirement. However, schools are still encouraged to provide these complementary experiences for students.
- Schools and providers should work together, ensuring that all students are provided with information that includes:
 - Information about the provider and the approved technical education qualifications or apprenticeships offered.
 - Information about the careers to which those technical education qualifications or apprenticeships might lead.
 - A detailed description of what learning or training with the provider is like.
 - FAQs regarding useful questions about the provider and qualifications.

Schools are also required to create a 'policy statement' that sets out the circumstances in which these encounters will occur. The six encounters set out in the legislation are a minimum standard, and schools are encouraged to offer more opportunities. An increase in opportunities for providers to access students forms part of a high-quality careers programme, in line with Gatsby Benchmarks and Good Career Guidance.

There is a range of fantastic options available to students, and this should be highlighted where possible, with a focus on providers offering apprenticeships, T Levels, HTQs and other approved technical education qualifications.



Your Provider Access Policy Statement

Your policy statement must be published as either part of or alongside your wider careers programme and must be available on the school website. It's worth noting that the DfE expect a policy statement to be published for each academy within a Multi Academy Trust.

You should regularly review the policy statement from time to time. We recommend that this is done annually by the Careers Leader and agreed with the Governing Body.

The purpose of your statement is to explain how your school intends to comply with the minimum requirement set out in the legislation – providing six encounters and opportunities for providers to visit.

Your policy statement **must** include:

- An explanation of how the school will comply with the new legal requirement to put on at least six encounters with providers of approved technical education qualifications or apprenticeships, including the times at which access is to be given.
- Any procedural requirements in relation to requests for access, e.g., the main point of contact at the school to whom requests should be directed.
- Grounds for granting and refusing requests for access, e.g., details of timetabled careers lessons, assemblies or careers events which providers may attend; and should include the safeguarding policy.
- Details of premises or facilities to be provided to a person who is given access, e.g., rooms and resources to be made available in support of a provider visit.

Your policy statement should also include:

- How the school will work with each visiting provider.
- A list of providers that have previously been invited into the school.
- If the school accepts live online encounters.
- Destinations of previous pupils.
- Information about how a provider can raise a complaint and the procedure that will be followed.



Useful Guidance & Information

Provider Encounters

To prepare for your provider encounters, we recommend advising students and parents to check out provider websites for information regarding courses and qualifications. You should also ask providers to offer copies of their prospectus as part of their visit. We recommend helping students to set out questions and objectives prior to their provider encounter.

Considering Each Student

All students should have the same opportunities to meet with providers. Some students with SEND (Special Educational Needs and Disabilities) and disabilities may need additional support to access these encounters. Schools should involve parents/carers, the Special Educational Needs Coordinator (SENCO) and other relevant staff to identify any barriers and support needed and tailor each provider encounter appropriately.

The DfE also encourage schools to ensure pupils with SEND and their parents are aware of the National Careers Service website for education advice for special educational needs or a disability. The DfE would also encourage schools, colleges, and providers to make use of the resources available via the CEC's resource directory.

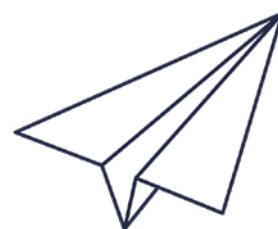
Ofsted

Ofsted's grade criteria set out the expectation that schools with 'Good' personal development will meet the PAL requirements. Where this is not the case, inspectors will state this in the published inspection report.

Involving Parents and Carers

You are encouraged by the DfE to involve parents and carers in the whole provider encounter process. This can include informing parents about the providers that are being invited into the school, advising them to visit provider websites and reading Ofsted reports. Providers and schools should also consider how the information their child receives can be reinforced outside of the encounter itself and, for example, how the encounter can be supplemented with follow-up resources that are specifically tailored to parents and carers.

The DfE encourage schools to invite providers to parents' evenings to help parents become familiar with all the options available to their child.



The Support on Offer to Careers Leaders

Solihull Careers Hub

Solihull Careers Hub will work with local training providers and post-16 education, training, and skills organisations to raise awareness of the opportunities and pathways available to support young people to take their next best steps. The Hub will capture and share best practice in relation to meaningful PAL delivery.

To meet PAL requirements the Hub will work with the Greater Birmingham and Solihull Provider Network (GBSPN) to access details of their members' PAL activity and offers and share these directly with schools.

They will also collaborate with providers through initiatives that maximise the support offered to schools. The hub will promote the West Midlands Apprenticeship Ambassador Network (WMAAN) in schools. Their multi-sector volunteers promote apprenticeships and inspire other young people by describing their direct experience.

Enterprise Co-Ordinators

Solihull Careers Hubs Enterprise Co-ordinators will support their assigned schools to plan and regularly review their PAL-related activity and to look at ways to fill any gaps in provision identified.

They will support schools to increase their students' knowledge of Apprenticeship and Technical Education so that all students, are fully informed about the different pathways available to them.

Discussion will also take place with each school on how the activities they are facilitating are meeting the needs of every pupil, as per the guidance, with a particular focus on activities linked to students with special educational needs and disabilities, looked after children and those at risk of becoming NEET.





Greater Birmingham and Solihull Training Provider Network (GBSTPN)

The Greater Birmingham and Solihull TPN comprises of more than 20 quality-approved training providers who collectively deliver a range of work-based learning programmes including apprenticeships, skills bootcamps and T Levels. GBSTPN will work with their network to understand and coordinate the offer for Solihull schools, working together with Solihull Careers Hub, to highlight and address any challenges or gaps identified.

Careers and Enterprise Company

The Careers & Enterprise Company provides support to schools and providers to meet and evidence PAL requirements meaningfully as part of wider progressive careers programmes. They have introduced tools to ensure that progress with PAL is regularly monitored and support needs are managed effectively.

They provide key resources through the CEC resource directory, including templates, guidance on how to maximise encounters, and examples of effective practice. The **'Making It Meaningful: Benchmark 7'** guide takes you through planning a provider encounter, whilst **'My Journey, My Future'** and **'My Skills, My Future'** (for young people with SEND) support staff to promote all pathways through the curriculum.

The CEC will continue to embed the provider access statutory guidance into existing support, resources and training such as Careers Leader training. They will work with sector partners to ensure that tailored and specific support is available for different audiences, for example on SEND.



Training Provider Delivery Offer

Local training providers may be able to support your school with a variety of activities to help you meet PAL requirements and Gatsby Benchmark 7.

Talks & Workshops

Training providers may be able to deliver impartial information and advice on a range of study programmes and pathways. These could be delivered as part of assemblies, careers days or enrichment lessons.

Topics could include:

- Apprenticeships
- Skills bootcamps
- T Levels
- Higher Education and university

Careers Events

Events such as Careers Fairs allow students to engage with a variety of training providers in one place, gaining valuable insights into the range of options and pathways available to them.

Sector-Specific Talks & Workshops

Training providers may be able to provide information and advice regarding sector-specific pathways and requirements. These could be delivered during particular lessons or as extracurricular options for interested students.

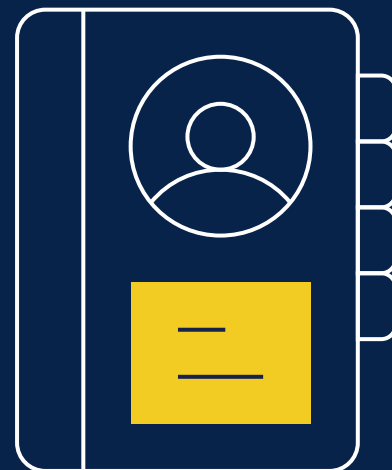
PAL Live Virtual Events

Designed to support schools and colleges with Provider Access Legislation and to complement the live encounters taking place. These events provide access to a range of providers and employers, and enable the promotion of the apprenticeship and technical pathways available across a range of sectors.



Provider Directory

























































































































Within this section, we have listed the different training providers and the type of provision they offer. If you'd like to learn more about what qualification levels mean, [click here](#)



| | |
|---|----------------------------------|
|  | Supported Internships |
|  | T Levels |
|  | Apprenticeships |
|  | Inclusive Apprenticeships |
|  | A Levels |
|  | Foundation Courses |
|  | Vocational Course |
|  | Adult and Community Learning |
|  | Skills Bootcamps |
|  | Provision for Students with SEND |
|  | HE |



Further and Higher Education Institutions

| College | Telephone | What's Offered |
|---|----------------|--|
| Aston University | 0121 204 3000 |    |
| BIMM Institute Birmingham | 0344 2 646 666 | |
| Birmingham City University | 0121 331 5000 |    |
| Birmingham Metropolitan College (BMET) | 0121 446 4545 |          |
| Cadbury Sixth Form College | 0121 458 3898 |    |
| City of Wolverhampton College | 01902 836000 |          |
| Coventry College | 02476 932932 |       |
| Coventry University | 024 7765 7688 |    |
| Dudley College | 01384 363 000 |         |
| Dudley Metropolitan Council | 01384 818143 |  |
| Fircroft College of Adult Education | 0121 472 0116 |  |
| Halesowen College | 0121 602 7770 |        |
| Heart of Worcestershire College | 01527 572522 |         |
| Hereward College of Further Education | 024 7646 1231 |    |
| Joseph Chamberlain Sixth Form College | 0121 446 2200 |     |
| Newman University | 0121 4761181 |  |
| Sandwell Adult and Family Learning Service | 0121 557 0837 | |
| Sandwell College | 0121 667 5000 |         |
| Solihull College | 0121 678 7000 |         |
| Solihull Sixth Form College | 0121 704 2581 |    |
| South And City College | 0800 111 6311 |          |
| South Staffordshire College | 0300 456 2424 |          |
| University College Birmingham (UCB) Careers | 0121 1000 |       |
| University of Birmingham | 0121 414 3344 |  |
| University of Staffordshire | 01782 294000 |    |
| University of Warwick | 024 7652 3523 |  |
| University of Wolverhampton | 01902 321000 |    |

Key

| | | |
|--|--|--|
|  Supported Internships |  A Levels |  Skills Bootcamps |
|  T Levels |  Foundation Courses |  Provision for Students with SEND |
|  Apprenticeships |  Vocational Courses |  HE |
|  Inclusive Apprenticeships |  Adult and Community Learning | |



Further and Higher Education Institutions (continued)

| College | Telephone | What's Offered |
|---|---------------|--|
| University of Worcester | 01905 855 000 |   |
| Walsall College | 01922 657000 |         |
| Warwickshire College Group | 0300 456 0047 |       |
| Wolverhampton Adult Education | 01902 558180 |    |

School Sixth Forms

| School Sixth Form | Telephone | What's Offered |
|--|---------------|---|
| Alderbrook Academy | 0121 704 2146 |  |
| Arden Academy | 01564 773348 |  |
| Grace Academy | 0121 329 4600 |   |
| Heart of England School | 01676 535222 |  |
| John Henry Newman Catholic College | 0121 770 5331 |    |
| Light Hall | 0121 744 3835 |  |
| Park Hall Academy | 0121 748 0400 |   |
| St Peter's Catholic School | 0121 705 3988 |  |
| Tudor Grange Academy Kingshurst | 0121 329 8300 |   |
| Tudor Grange Academy | 0121 705 5100 |  |
| WMG Academy for Young Engineers | 0121 289 3556 |   |
| Forest Oak Sixth Form | 0121 717 0088 |  |
| Hazel Oak Sixth Form | 0121 744 4162 |  |

Key

| | | |
|--|--|--|
|  Supported Internships |  A Levels |  Skills Bootcamps |
|  T Levels |  Foundation Courses |  Provision for Students with SEND |
|  Apprenticeships |  Vocational Courses |  HE |
|  Inclusive Apprenticeships |  Adult and Community Learning | |



Special Colleges / Providers (SEND)

| College | Telephone | What's Offered |
|--|---------------|--|
| Fircroft College of Adult Education | 0121 472 0116 |   |
| Heart of Birmingham Vocational College | 0121 359 1714 |   |
| Jericho | 0121 647 1960 |   |
| Mencap | 0121 743 2436 |  |
| QAC Queen Alexandra College | 0121 428 5050 |   |
| Sense College | 01733 42 5053 |   |
| Trinity Specialist College | 0121 378 3242 |   |
| Victoria College | 0121 476 9478 |  |
| The HIVE College | 0121 306 4800 |   |

Special School Sixth Form Contact Details in Birmingham

| School Sixth Form | Address | Telephone |
|--------------------------------------|--|---------------|
| Calthorpe Academy | Darwin St, Birmingham B12 0TP | 0121 773 4637 |
| Hallmoor School | 50 Scholars Gate, Kitt's Green, Birmingham B33 0DL | 0121 803 1620 |
| Mayfield School | 62 Nursery Rd, Birmingham B19 2YA | 0121 809 2500 |
| Queensbury School | Wood End Road, Erdington B24 8BL | 0121 373 5731 |
| Wilson Stuart School | Perry Common Rd, Birmingham B23 7AT | 0121 373 4475 |

Key

| | | | | | |
|--|---------------------------|---|------------------------------|---|----------------------------------|
|  | Supported Internships |  | A Levels |  | Skills Bootcamps |
|  | T Levels |  | Foundation Courses |  | Provision for Students with SEND |
|  | Apprenticeships |  | Vocational Courses |  | HE |
|  | Inclusive Apprenticeships |  | Adult and Community Learning | | |



Independent Training Providers

| Independent Training Provider | Telephone | What's Offered |
|---|----------------|---|
| Access Creative College | 0330 123 3155 |     |
| Aspiration Training | 0121 339 5955 |   |
| BCTG | 0121 544 6455 |   |
| BIMM Institute Birmingham | 0344 2 646 666 |    |
| Birmingham Electrical Training | 0121 616 0700 |    |
| Careers Seekers Direct | 0345 548 0080 |    |
| Challenge-trg Group | 0121 772 4551 |    |
| Crackerjack Training Ltd | 0121 454 2043 |      |
| Creative Alliance | 0121 753 0049 |     |
| East Birmingham Community Forum | 0121 328 4998 |   |
| Heart Of England Training Ltd | 0121 236 8595 |     |
| Inspiro Learning | 0800 731 8199 |    |
| JTL | 0800 085 2308 |     |
| Juniper Training | 01902 864194 |     |
| Kaplan | 0161 259 7400 |    |
| Learndirect Limited | 024 7670 7921 |      |
| Make UK | 0808 168 5874 |    |
| Mercury Training Services | 01384 482 186 |    |
| Midland Group Training Services | 024 7663 0333 |    |
| Motivational Preparation College For Training | 0330 111 3939 |     |
| Nova Training | 0121 783 9824 |     |
| Performance Through People | 0121 643 2653 |     |
| Pilot IMS | 0121 794 0230 |     |
| Protocol Consultancy | 0121 236 2634 |     |
| Reflections Training Academy | 0121 643 2147 |     |

Key

| | | | | | |
|--|---------------------------|---|------------------------------|---|----------------------------------|
|  | Supported Internships |  | A Levels |  | Skills Bootcamps |
|  | T Levels |  | Foundation Courses |  | Provision for Students with SEND |
|  | Apprenticeships |  | Vocational Courses |  | HE |
|  | Inclusive Apprenticeships |  | Adult and Community Learning | | |



Independent Training Providers (continued)

| Independent Training Provider | Telephone | What's Offered |
|------------------------------------|---------------|---|
| Serco | Visit website |     |
| Skills Training UK | 0121 827 9400 |      |

Key

| | | |
|--|--|--|
|  Supported Internships |  A Levels |  Skills Bootcamps |
|  T Levels |  Foundation Courses |  Provision for Students with SEND |
|  Apprenticeships |  Vocational Courses |  HE |
|  Inclusive Apprenticeships |  Adult and Community Learning | |



Useful Links

Find a T Level

www.tlevels.gov.uk/students/find

Apprenticeships

www.apprenticeships.gov.uk

National Careers Service

Get the Jump: explore your education and training choices

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices>

Not Going To Uni

www.notgoingtouni.co.uk

Solihull Local Offer

Apprenticeships and Employment Service

www.solihull.gov.uk/children-and-family-support/localoffer/apprenticeships-and-employment

Careermag for Parents, Carers & Guardians

Guide to support your young people

careemap.co.uk/careermag-parents-carers-guardians

Careermag for School Leavers

Careers inspiration and options on next steps

careemap.co.uk/careermag-students-teachers

Amazing Apprenticeships

amazingapprenticeships.com

Aimhigher West Midlands

Access to a range of opportunities/activities

aimhigherwm.ac.uk/activities



Useful Links

Promoting all Pathways | CEC Resource Directory -

resources.careersandenterprise.co.uk/promoting-all-pathways?utm_source=Careers+Leaders+Newsletter&utm_campaign=d6823ac4c3-EMAIL_CAMPAIGN_2022_11_18_10_26&utm_medium=email&utm_term=0_50b1b51e66-bc976c55c4-%5BLIST_EMAIL_ID%5D

Ladder for Greater Birmingham

Apprenticeships

ladderforbirmingham.co.uk

Technical Education Pathways Resource

<https://resources.careersandenterprise.co.uk/resources/technical-education-pathways-resource>

SEND Solihull Local Offer

<https://www.solihull.gov.uk/children-and-family-support/localoffer>

SEND Colleges and Providers

www.birminghamcareersservice.co.uk/send-colleges

Careerpilot

Qualifications

careerpilot.org.uk/qualifications



