

# King Edward VI Handsworth School for Girls Provider Access Policy 2023 - 2024

## EDI STATEMENT

### King Edward VI Handsworth Mission Statement

We celebrate diversity and value fairness and equal treatment for everyone at the school regardless of their race, age, ethnicity, religion, sex, sexual orientation or disability. We promote equality through our rich and diverse curriculum, equipping students with the skills, knowledge and understanding to succeed in a diverse world outside and beyond school. We challenge discrimination in all its forms so that all members of the school community feel safe and valued.

### Unconscious Bias Key definitions:

There are two types of biases

1. **Conscious bias** (also known as **explicit** bias) and
2. **Unconscious bias** (also known as **implicit** bias)

**Conscious bias** is an inclination or prejudice for or against one person or group, especially in a way considered to be unfair.

**Unconscious bias** is implicit bias. It is unintended and subtle, based on unconscious thought. People may have unfair beliefs about others but not be aware of them. Typically unconscious bias happens involuntarily without any awareness or intentional control. Everyone holds unconscious beliefs about various social and identity groups.

Under the 2010 Equality Act, it is unlawful to discriminate against people because of nine areas termed in the legislation as protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

### How to overcome unconscious bias

- Be aware of unconscious bias.
- Don't rush decisions, rather take your time and consider issues properly.
- Justify decisions by evidence and record the reasons for your decisions
- Ensure that everyone knows what kind of behaviour is expected of them.
- Ensure that everyone knows how to report prejudice related incidents.
- Encourage people to work with a wider range of people and get to know them as individuals.
- Focus on the positive behaviour of people and not negative stereotypes.
- Employers should implement policies and procedures which limit the influence of individual characteristics and preferences.

## Provider Access Policy

### Introduction

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's Post-16 education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

### Scope

This policy applies to all staff and students at King Edward VI Handsworth School for Girls and to any providers wishing to request access.

### Legislation and Regulation

This policy complies with our legal obligations under Section 42B of the Education Act

#### 1997. Pupil entitlement

All pupils in years 7-13 are entitled to at least six encounters with approved providers.

- Two encounters during KS3 (Year 8 or Year 9) - *mandatory for students to attend.*
- Two encounters during KS4 (Year 10 and Yr11) - *mandatory for students to attend.*
- Two encounters during KS5 (Yr12 & Yr13) - *mandatory for the school to offer, but optional for students to attend.*

#### These encounters will allow students to:

- Find out about technical education qualifications (such as T-Levels and Higher Technical Qualifications) and apprenticeship opportunities, as part of a 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 options events, assemblies and group discussions and taster events.
- Understand how to make applications for the full range of academic and technical courses.

### Management of provider access requests

#### Procedure

A provider wishing to request access should contact

1. Mr Christopher Packham - Careers Lead
2. Mrs H Flora - Associate Senior Leader & SLT Careers Link.

Telephone: 01215542342

Email: [office@kingedwardvi.bham.sch.uk](mailto:office@kingedwardvi.bham.sch.uk)

### **Opportunities for access**

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen on the school website.

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers such as our annual careers fair, Year 9 options evening and Year 11 consultation evening. Providers also have the opportunity to provide live online engagement with our pupils. Please refer to our careers programme for further details. Please speak to our Careers Leader to identify the most suitable opportunity for you.

### **Premises and facilities**

The school will make the main hall, classrooms or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature to be used within Careers Resource Bank within the Sixth Form and the school library, which is managed by the school librarian. These resources are available to all students at lunch and break times.

### **Responsibilities**

The following responsibilities apply in relation to this policy:

- The Governing Body and Senior Leadership Team have the responsibility to ensure that the policy is fully implemented in the School.
- Teachers have a responsibility to ensure that students have sufficient access to visiting providers as part of a planned programme of activities.
- All staff have a responsibility to cooperate fully with the provisions of this policy.

### **Approval and review**

**Implementation date:** 8th November 2022 by Governors at T&L Committee

**Modified:** October 2023

**Next review:** November 2024

Signed: H. Flora

Chair of Governors: D Wheeldon

Head teacher: Miss C Berry