



HOLLINGWORTH CAREERS GUIDE TO: THE BAKER CLAUSE

The intended audience for this document is Businesses/Volunteers.

All students have an equal entitlement to high quality Careers Education, Information, Advice and Guidance.

At Hollingworth Academy, we believe that high-quality careers education is essential in preparing our students for the future. As part of our commitment to providing comprehensive Careers Education, Information, Advice, and Guidance (CEIAG), we work closely with businesses and education providers to ensure our students are informed about the wide range of options available to them after school.

This document outlines the role of businesses and volunteers in supporting our careers programme, focusing specifically on the **Baker Clause**, a legal requirement for schools that strengthens students' access to technical education, apprenticeships, and career opportunities.

WHAT IS THE BAKER CLAUSE?

The **Baker Clause** is part of the **Technical and Further Education Act 2017**, which amended **section 42B of the Education Act 1997**. It came into force in **January 2018** and was further strengthened in **2023** to ensure greater compliance. The Baker Clause ensures that students have access to a broad range of career opportunities by allowing providers of technical education, apprenticeships, and vocational training to engage directly with students.

KEY REQUIREMENTS OF THE BAKER CLAUSE

Under section 42B of the **Education Act 1997**, Hollingworth Academy, like all secondary schools, is required by law to:

- **Provide opportunities for technical education and training providers to speak to students in Years 7 to 13** to inform them about education, apprenticeship, and training pathways.
- **Publish a policy statement** that outlines how and when providers can access our students. This is known as the **Provider Access Policy** and ensures that all students receive impartial information about their future education and career options.
- **Ensure compliance with this policy**, giving a wide range of providers the opportunity to speak with students about their programmes and the careers they lead to.

Ofsted inspectors also assess a school's compliance with the Baker Clause and its careers provision as part of the school's overall personal development judgement. If schools fail to comply with the Baker Clause, this is highlighted in their inspection report.

HOW BUSINESSES AND VOLUNTEERS CAN SUPPORT HOLLINGWORTH ACADEMY

We are always looking for ways to broaden our students' horizons and give them exposure to the world of work. By partnering with Hollingworth Academy, you can play a crucial role in helping our students understand the diverse career pathways available to them.

Here are some ways you can get involved:

1. DELIVER PRESENTATIONS AND TALKS

WHAT YOU CAN OFFER: Deliver sessions to groups of students across different year groups, providing insights into your industry, the skills required, and the available entry routes (e.g., apprenticeships, internships, and technical education).

IMPACT: Hearing directly from employers and training providers gives our students real-world insights into careers and helps them make more informed decisions.

2. HOST WORKPLACE VISITS

WHAT YOU CAN OFFER: Offer students the chance to visit your workplace, giving them a behind-the-scenes look at daily operations, team roles, and your organisation's culture.

IMPACT: These encounters give students practical, hands-on experience and can inspire them to pursue careers they may not have considered.

3. PROVIDE WORK EXPERIENCE / HOST WORKPLACE SAFARIS

WHAT YOU CAN OFFER: Support us by offering work experience placements for students in Year 10. This could be a multi-day placement in the holidays or a small group work place safari at any point in the academic year.

IMPACT: Experiences of the Workplace provides valuable learning opportunities for our students and helps them develop key employability skills such as teamwork, communication, and problem-solving.

4. APPRENTICESHIP AND TRAINING PROMOTION

WHAT YOU CAN OFFER: If your organisation offers apprenticeships or vocational training, you can provide valuable information and guidance about these routes, which are often less well-known than traditional academic pathways.

IMPACT: Promoting technical education and apprenticeship routes helps ensure that our students are fully aware of all Post 16 and Post 18 options.

5. PARTICIPATE IN CAREERS FAIRS AND MOCK INTERVIEWS

WHAT YOU CAN OFFER: Join us at our annual careers fairs or volunteer to conduct mock interviews with students, helping them practice their interview skills and receive constructive feedback.

IMPACT: Careers fairs give students direct access to multiple career pathways, while mock interviews build their confidence and readiness for the next steps in their education or job search.

YOUR COMMITMENT AND NEXT STEPS

We are incredibly grateful for the support of our local business community and volunteers. If you are interested in contributing to the future success of Hollingworth Academy's students, please get in touch with our Careers Leader to discuss how you can be involved.

All contributions are highly valued, and we are happy to work with you to determine the best ways for you to engage with our students based on your expertise and availability.

COMPLIANCE AND TRANSPARENCY

In line with our obligations under the Baker Clause, we ensure that all engagement with providers is unbiased, and students are informed about all available Post 16 and Post 18 options, including apprenticeships and technical education. Our Provider Access Policy, which outlines the opportunities for businesses and educational institutions to access our students, is available on our website.




LEGISLATIVE REFERENCES

- Section 42B of the Education Act 1997, as amended by the Technical and Further Education Act 2017
- Statutory Guidance: Careers guidance and access for education and training providers (July 2021)
- The Education (Careers Guidance in Schools) Act 2022

By supporting our careers programme, you are not only complying with key legislation, but you are also helping to shape the next generation of skilled and motivated individuals.

Contact us for more information or to arrange a visit, please contact:

 **Careers Leader:** Cate Calveley

 **Email:** ccalveley@hollingworthacademy.co.uk

 **Phone:** 01706 292800

Thank you for your interest in supporting our careers programme at Hollingworth Academy.

