



Work Related Learning Policy

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1	July 2015	New policy.
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3	10 September 2018	New version of policy
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5		

Distribution list
Governors
Head
Leadership Team



Work Related Learning Policy

Work Related Learning (WRL) is defined as any planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including learning through the experience of work, learning about work and working practices and learning the skills for work (WRL, QCA Guidance 2017).

WRL is a statutory requirement for all Key Stage (KS) 3 and KS4 students.

Purpose

To maximise the benefits for every student in the development of the whole school approach to work related learning;

To minimise disruption to the teaching and learning of students;

To promote WRL as part of the learning entitlement for all students at KS3 and KS4.

Principles

The aims for work related learning focus on the provision the school makes for opportunities for students to prepare for adult and working life. These include:

- to improve educational standards through using contexts that improve motivation and attainment for all students
- to ensure that students follow courses and programmes which are appropriate to their longer term aspirations and needs
- to improve students' understanding of the world of work and its demands
- to increase access and choice for all students
- to improve the transition of students from school to further education and therefore adult and working life.

The key objectives for work related learning are:

- to raise levels of attainment through high quality work related learning for all students; to develop a range of opportunities which enhance the curriculum
- to promote greater awareness for students about the world of work, the development of key skills and employability
- to develop a range of appropriate and relevant activities which assist in raising all students' aspirations and achievement and which are of the highest possible quality and are regularly monitored
- to promote awareness and understanding of work, industry, the economy and community
- to relate skills attitudes, concepts and knowledge learned in school to applications in the wider world



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- to develop students' personal and social skills in relationships in a range of contexts;
- to provide students with informed and impartial guidance on the choices available for education, training and employment as well as other interests
- to improve employability through work related learning; to develop effective links with key partners and local industry.

The WRL Policy will embrace the principles of the Equality Policy, Inclusion Policy and Curriculum Policy.

Action Statements

Work related learning takes place for all KS4 and KS3 students during their PSD Personal and Social Development (PSD) lessons and at specified events as detailed below:

- Group and individual careers interviews
- Careers drop-in service
- Post 16 Opportunities Evening (All Year 11 students)
- Timetabled PSD lessons
- College taster days/open evenings (Year 10 and 11 students)
- Careers events including Careers Speed Networking in year 9 and Work Observation Days in year 10
- Tutor group and Head of Year led activities
- Guest speakers invited to Assemblies

Staffing

A level 7 qualified Careers Lead has strategic responsibility for Work Related Learning, supported by the Adviser. These staff have regular line management meetings to review and evaluate the provision.



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Curriculum Provision

There is a planned programme of learning delivered by specialist staff through PSD lessons timetabled one period a fortnight. Topics include:

- Career pathways and choices
- Personal finance
- Learning to learn
- Personal profiling
- CVs / personal statements
- Mock interviews

Careers is also taught through subject curriculum for example, NHS is written within a year 8 Scheme of Learning (SOL) in Science, visiting authors in English and the Tenner Challenge in Maths.

The Learning outcomes are for students to:

- Develop themselves through career and work-related education
- Learn about careers and the world of work.
- Develop career management and employability skills

Our Careers Programme is governed by the Gatsby Benchmarks (a framework for good career guidance developed to support schools in providing students with the best possible careers education, information, advice, and guidance) and all activities are logged on Compass Plus (a tool from The Careers & Enterprise Company which allows us to benchmark, manage, track and report on our school's careers programme).

Personal Provision

Specialised careers software is available that can be accessed via the internet as well as a link from the school website. Students have the opportunity for small group or individual careers interviews with the Careers Adviser. Students can be fast tracked for additional support via the Learning Support and Pastoral departments.



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Resources

An annual budget is provided to cover expenditure for administration, external advice and guidance.

Partnerships

The policy recognises the range of partners that support careers information advice and guidance including:

- Liaison with Post 16 institutions and further education colleges
- Employers and trainers including apprenticeships
- Parents, with a Post 16 Opportunities Evening in September
- External providers: We have a Provider Access Policy (Baker Clause) which sets out the school's arrangement for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer.

Approvals and Review

This policy is reviewed every three years with appropriate staff and governors.

LGS/KF/DI

2022