

## Work Related Learning Policy

### Background and Context:

Work Related Learning (WRL) is defined as planned activity that uses the context of work to develop knowledge, skills and understanding that will be 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 2003).

The Hamble School is committed to maximising the benefits for every student and we recognise the value of WRL and would always support students in this process.

### Aims and Objectives

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 improve the quality of provision and guidance;
- to increase access and choice for all students;
- to improve the transition of students from school to adult and working life.
- to ensure that no student is NEET.

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;
- 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.

### Student Entitlement

All students have an entitlement to:

- A cohesive programme of work related learning with clear and planned learning outcomes integrated into the whole school curriculum that enables students to develop skills and confidence to make realistic and informed decisions about their future.
- A taught programme of Careers Education, Information, Advice and Guidance (CEIAG) that helps students understand the changing nature of the world of work and to help students prepare for the transition to further education, further training or employment.
- Access to quality IAG services offering support and impartiality.

**At Key Stage 3 all students are entitled to a taught programme of careers education and guidance that:**

- introduces the students to key skills, work related learning and the changing world of work;
- enables them to understand themselves and the influences on them (**Self Development**);
- shows them how to investigate opportunities in learning and work (**Career Exploration**);
- shows them how to make and adjust plans to manage change and transition (**Career Management**).

**At Key Stage 4 all students are entitled to a programme of CEG and WRL that enables them to:**

- further develop the 3 career skills of Self Development, Career Exploration and Career Management in looking at their post-16 options;
- have the opportunity to relate their qualities, skills and achievements to employability and assess their employability skills;
- explore the broad range of opportunities in education, training and employment to aid their transition to the next stage of their career;
- practise skills required to obtain education, training or employment post 16;
- access IAG from a range of sources to facilitate achievement and personal goals.

#### **Management of Work Related Learning (WRL)**

- The Headteacher has oversight for ensuring that we make adequate provision for Work Related Learning for all students.
- There is a senior teacher with responsibility for Work Related Learning.
- There is a member of the Governing Body who gives support to the WRL programme.
- Individual teachers will ensure that lesson plans provide opportunities for using work related contexts and contribute to the development of WRL within their department or curriculum area.
- There is inclusion of key priorities of WRL incorporated into the school development plan.
- Review and monitoring of the WRL Programme and Policy is on an annual basis.

#### **Work Related Learning is currently achieved through:**

- Access to a range of vocational courses e.g. Pre-16 provision delivered within the curriculum.
- Careers Education and Guidance Programme.
- Citizenship (via PSHCRE programme).
- IAG events.
- Visitors from industry and business.
- Activities integrated into curricula activities.
- Assemblies.

#### **Partnerships**

We work in partnership with the following:

- Inspiring the Future, Education and Employers Taskforce and Speakers for Schools who support links to local industry and businesses – for work related experience and careers events within school.
- Further and Higher Education Institutions exchange up to date information and advice through the partnerships with The Hamble School.
- Parents and carers – who will exchange information, contribute to the programme and, where appropriate, evaluate provision.

#### **Evaluation**

The school policy on work related learning will be reviewed and monitored at various levels on an annual basis. The key priorities from the review are incorporated into the whole school development plan on an annual basis.

Title of Policy	Work Related Learning Policy
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Review Cycle	Annual
Policy prepared by	Assistant Headteacher (with responsibility for WRL and CEIAG)
Committee responsible	L&A
Statutory/Discretionary/College	Discretionary
Date of latest FGB approval	20 November 2018
Date of latest review by L&A committee	16 October 2018
Next review by FGB	November 2019