



WORK EXPERIENCE POLICY



EPT Document Control

This policy applies to all Education Partnership Trust Schools.

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Lead Contact	Cathi Sherratt

WORK PLACEMENTS

The School recognises the importance of creating opportunities for students to learn about, through and for the world of work.

Work placements, in particular, have great value in providing a student with the opportunity to gain insights into the world of work and to develop the skills which university selectors and employers look for and want to be evidenced.

Although work placement is the generally used term, it is important to recognise that it is not the same as a temporary job, as by definition it is a period of *unpaid* work. It is an arranged opportunity for a student to gain an insight into the variety of work carried out in any given enterprise, to see the way the enterprise is managed and ideally to participate in some aspects of the work.

Every Year 11 pupil will have the opportunity to participate in the one-week work experience programme in July.

The CEIAG Coordinator will oversee the work placement procedure.

In certain circumstances work experience may be available to students in Year 10. These may include where the potential provider has a well-established system for inducting, supervising and safeguarding young people on work placements.

What are the aims of Work Placements?

- Work experience should be an integral part of a young person's development and should prepare them for the transition from life at school to work and adult life.
- It will enable the pupils to experience the demands and expectations of the adult world of work and provide the opportunity to put into practice and see the relevance of skills learned at school.
- It will promote the development of the 'whole person' by providing an insight into the nature and discipline associated with the work environment, which revolves around the product or service offered and not the individual.
- It will stimulate a more mature and positive attitude to learning and education and enhance academic achievement.
- It will build confidence by enabling pupils to experience success in an environment other than that at school.

- It will enable the pupils to make more realistic and enlightened job choices by allowing them to try out a vocational preference before committing themselves to it.

What are the objectives of Work Placements?

Every pupil is entitled to show preference in his or her choice of placement, within the context of:

- a) Legal constraints
- b) Organisational practicalities
- c) Successful Health and Safety/Insurance checks.

The school shall work in partnership with 'EBP northwest' to try to ensure:

- a) Quality monitoring and strategic development of work experience placements
- b) Insurance/Risk Analysis/Health and Safety checks
- c) Conform to Borough - wide guidelines and notions of good practice

The work experience scheme should seek ways to improve and develop quality links with local industry and commerce and to be able to share ideas on the changing nature of work and how it affects the local economy and labour market.

The work experience programme shall attempt to foster links with the curriculum and the School Development Plan.

The excellent rapport between the school and parents needs to be nurtured as they can offer placements and expertise in many different areas.

Each pupil on work experience might complete a Work Experience Diary.

Pupils will be provided with the opportunity to focus on and to improve in the following areas:

Decision-making: to make realistic, informed choices about future qualifications and possible career pathways based on the skills, knowledge and experience gained at the placement.

Self-confidence: in mock interviews, pre-placement interview, letters of application, writing a CV, communication skills, dealing with adults, debriefing sessions with the Employer and Form Tutor.

Action-planning: using 'The Learning Frameworks' to negotiate an appropriate programme with the employer and targeting desired key skills or learning objectives.

The student must agree to observe all safety, security and any other instructions given by the employer, and also not to disclose any information confidential to the employer obtained during the placement. .

LEGAL REQUIREMENTS AND RECOMMENDED BEST PRACTICES

There are certain legal requirements and recommended best practices that are in place to ensure the safety of all parties involved in a work placement.

The main areas to be aware of are:

1. “Health and Safety at Work”

The Health and Safety (Training and Employment) Regulations 1990 state that all those receiving training or work experience from an employer in the workplace are deemed to be ‘employees’ for the purposes of Health and Safety legislation.

This legislation imposes responsibilities on the employer but also on the student as an ‘employee’:

- to take responsibility for their own health and safety and that of others who may be affected by what they do or do not do.
- to co-operate with the employer and to follow instructions on Health and Safety.
- not to interfere with or misuse anything provided for their health, safety or welfare.

The employer should be asked to confirm that they have a current Health and Safety Policy and that they will go through the relevant sections with the student at the start of the placement. It is important that this is confirmed.

At the bottom of the work experience organisers’ page on the Health and Safety Executive’s website (www.hse.gov.uk/youngpeople/workexperience/organiser.htm) some ‘aide memoire’ documents are available and can be used for a more detailed assessment of the employer’s standard of health and safety management.

2. Working Time Regulations

Under the Working Time Regulations 1998 there are stringent daily and weekly working time limits for young workers (those that are over compulsory school age but under 18). Young workers may not work for more than 8 hours in any one day and 40 hours in any one week. Young workers are also entitled to a daily rest of 12 consecutive hours, a weekly rest of 48 hours and a rest break of 30 minutes where daily work time is more than 4½ hours.

The employer should comply with the Working Time Regulations and should not require the student to work in excess of the limits set out above.

3. Risk Assessment

The employer should be asked to confirm that a risk assessment will be completed for the duties being undertaken by the student, taking into account the age and limited experience of the young person and that the key findings will be communicated to the student before the commencement of the placement. The employer should be informed of any medical conditions the student has, which could result in an increased risk to the student or an employee's health and safety during the placement. The employer will then be able to identify any significant risk and the necessary control measures put in place to ensure the safety of the student.

4. Disclosure and Barring Service (DBS)

In the vast majority of placements, as the employer/employees involved will not have regular unsupervised access with the student there is no need for DBS checks to take place. However, a DBS check is required where a student will have substantial unsupervised contact with an employee or supervisor on a 1:1 basis, particularly if located in an isolated environment, whilst travelling or where the placement has a residential element. The employer is responsible for identifying if a DBS check is required and for organising it.

5. Employer's and Public Liability Insurance

Employer's Liability Insurance covers the firm's legal liability for injuries sustained by employees (including students on work experience) whilst at work. Confirmation should be requested and received that the prospective 'employer' does have both Employer's and Public Liability Insurance in force and that the latter does not exclude abuse. The employer must notify their insurers that they participate in work experience placements. If the employer does not confirm that these Insurances are in place, students should not attend such establishments.

It should be noted that Sole Traders have no requirement for Employers' Liability Insurance and a student would not have the protection available under such insurance. Placements with Sole Traders should therefore be avoided unless such insurance was confirmed as being in place.

6. Motor Vehicle Insurance

If the student will travel with an employee or their supervisor during the placement, it is essential that the vehicle is insured appropriately to cover the work experience student for business travel.

STATEMENT OF UNDERSTANDING BETWEEN ALDERBROOK SCHOOL AND THE EMPLOYER PROVIDING WORK PLACEMENT

Work Placement Duties:

- Students will carry out meaningful work in accordance with the agreed duties for their placement. A responsible person will plan the work and be designated for the welfare and supervision of the student during the period of the placement.
- Students will not receive any payment for this work. The employer may, however, make a contribution directly to the student towards the cost of meals and travelling, but this is not an obligation.
- Students will not be allowed to work hours which are considered unreasonable. In any event the employer confirms they will comply with the relevant provisions of the Working Time Regulations.
- The employer will take into account any relevant information relating to the student's medical condition, or any physical and learning disabilities, details of which may have been provided, in formulating appropriate risk controls to protect both students and/or employees.
- All tasks asked of the student will conform to the laws governing the Employment of Young Persons and Work Experience (as defined in the Education Act 1996) and any other statutory obligations to the student will be observed. The company is registered with the Health and Safety Executive or Local Authority, as applicable.

Health, Safety, Welfare and Security:

- The employer recognises that a student on work placement is to be regarded as an employee for the purposes of Health and Safety legislation and the associated duty of care. A current health and safety policy will be maintained and there will be compliance with the provisions of the Health and Safety at Work Act 1974 and its relevant statutory provisions.
- The employer will undertake a suitable and sufficient risk assessment in relation to the health and safety of the student while on the placement, taking into account the student's inexperience, immaturity and lack of awareness of risks.
- At the start of the work placement, the employer will provide students with a health and safety induction, which will include workplace hazards and their control, fire, emergencies, first aid, accident reporting and security arrangements. Students will also be given appropriate instruction before, and supervision while, operating any machinery or equipment.
- Students will not do work prohibited by law, operate dangerous machinery, carry out any manual handling tasks identified as being a risk to the student's health and safety, or be exposed to dangerous substances, radiation, extreme heat or cold, noise or vibration or any other work environment that may endanger their health and safety.

- Where appropriate, students will be provided with and instructed on the correct use of personal protective clothing and equipment (PPE) and its use will be enforced.
- The employer will notify the parents/guardian and School, by telephone and as soon as practicable, of any accident, of any case of ill health or any other incident which relates to the student's work placement. When appropriate, the employer will comply with the provisions of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. The employer will have access to adequate first aid facilities as required under the Health and Safety (First Aid Regulations 1981).

Insurance:

- The employer will arrange for Employer's Liability Insurance, Public Liability and Motor Vehicle Insurance (where applicable) and will confirm that the student is covered by each policy.
- The employer will accept, or insure against liability for loss, damage or injury caused to or by the student, whilst on work placement, to the employer's property (material damage), other employees or third parties, in the same way as for paid employees. The employer will notify their insurer of student participation in work experience.

Child Protection:

- The employer is responsible for the welfare of the student during a work placement and is aware of child protection issues, particularly responsibility under the Criminal Justice and Court Service Act 2000 to disclose the names of individuals who are disqualified from working with children, where known to them.

Monitoring: School

- The employer will allow the School to contact both the student's Supervisor and student, by telephone or email, during the placement.

Statutory Obligations:

- The employer agrees to observe all relevant current legislation, in particular that relating to Health and Safety, and legislation in respect of Sex Discrimination, Race Relations, Disability and the Children Act.

WORK PLACEMENT: GUIDANCE FOR STUDENTS

What is a Work Placement?

A work placement can provide you with the opportunity to gain insights into the world of work and to develop the skills which university selectors and employers look for and want to be evidenced.

Although work placement is the generally used term, it is important to recognise that it is not the same as a temporary job, as by definition it is a period of *unpaid* work. It should be an arranged opportunity for you to gain an insight into the variety of work carried out in any given enterprise, to see the way the enterprise is managed and ideally to participate in some aspects of the work

During your Work Placement

You should observe all safety, security and any other instructions given by the employer. If you have any concerns about any aspect of your placement tell the CEIAG Coordinator as soon as possible.

You should recognise that you will be representing The Heights Free School and that you will be subject to the School's Behaviour and Discipline Policy whilst on your work placement.

After your Work Placement

Write a letter of thanks to the supervisor of your placement and ask them to write a testimonial for you.