



## **Beacon Hill School's Work Related Learning Policy**

This policy should be read in conjunction with the Careers Policy, Business and Enterprise Policy and the Policy for Post 16.

Work related learning helps Beacon Hill School meet its agreed aims in the following ways.

**That has high expectations for continuous improvement in order to raise standards for students.**

High quality work related learning (WRL) can contribute to raising standards for all pupils but especially older ones as it gives a real context in which pupils can work and extends their experience of the world. They can also practice basic skills in practical contexts.

**In which all partners include, involve and inform each other.**

Work experience raises the expectations of our community partners and allows school based staff and parents the opportunity to learn about the child in a different setting.

**That actively develops parental partnerships for the benefit of the pupils.**

Parents can often be helpful in this area of work suggesting placements and opportunities for staff and this helps them feel involved in the whole school as well as the education of their child. Parents can support their child during work experience placements which is very different to their normal school day.

**That positively promotes and encourages independence, confidence and self advocacy**

WRL gives students the opportunity to demonstrate their skills to others and to express their ideas and wishes to others.

**That values communication and provides the time and opportunity to make it effective**

WRL gives pupil the opportunity to use a range of communication strategies in a supportive environment but with people they do not know well. This helps meet this aim as it helps pupils develop the confidence to communicate with a range of new people.

**That extends inclusion within and beyond the school**

WRL gives the wider world of work community the opportunity to mix with, support and learn from pupils from Beacon Hill School. It also gives the school the opportunity to make links with the world of business that may be able to support the work of the school in other ways. WRL based within school allows students to develop their skills at an earlier age.

**That gives pupils the skills and opportunities to make informed choices**

WRL includes a variety of class based opportunities to develop an understanding of the world of work and enable choice making.

**That establishes an atmosphere of security, trust and respect for all**

It is important to ensure that all WRL especially that which takes place out of school is fully risk assessed.

**That celebrates achievement for all**

Opportunities for WRL and pupils achievements in this area will be celebrated through the range of systems currently in the school. In addition we recognise the support of our Work Experience providers.

**That works in a creative and enterprising way to fulfill these aims**

Our commitment to work experience is supported by the appointment of a WRL coordinator and through the development of our Enterprise curriculum.

**Principles**

- WRL describes a broad range of activities for pupils and students across all departments of Beacon Hill. It is aimed at learning about the world of work, through experience of the world of work, and in preparation for the world of work.
- It should widen opportunities for all pupils and students of all ages so that they benefit from a broad and rich curriculum.
- It can contribute to raising standards through the development of enterprise skills within both placements and the classroom.
- Work related learning should encourage independent and active learning in practical and relevant contexts with the opportunity for learners to be close to the world of work.

The potential purposes of WRL that are especially relevant to Beacon Hill include.

- To enhance the curriculum and make it more relevant to pupils.
- To provide practical contexts which will help generalize and embed pupils learning.
- To provide students with first hand knowledge of the world of work.
- To raise the aspirations of students and their families.
- To challenge stereotypes of pupils and of jobs.

- To develop pupils self esteem and self-confidence.
- To develop students social skills.
- To allow students the chance to practice key skills in a real setting.
- To provide a different context in which students can learn.
- To provide practical experiences so pupils can make informed and realistic career choices.
- To develop career management and employability skills.

These areas match closely the skills identified by employers from Tyneside who were asked what skills they wanted in all employees and can be seen to relate to our work for pupils at Beacon Hill.

Employers wanted young people who demonstrated;

1. the willingness to learn
2. trustworthiness and reliability.
3. the ability to work independently
4. the ability to understand and follow instructions.
5. the ability to work well with others in a team
6. the ability to communicate verbally with confidence.
7. basic ICT skills.
8. learning from work experience.
9. learning from extra curricular activities.
10. the ability to write clearly.
11. the ability to be responsible.

Pupils and students with SLD and PMLD will find many of these areas hard and will be starting from a lower baseline than pupils in mainstream but they are basic skills that the pupils have been working on for many years i.e. the ability to work independently.

#### Guidelines

1. Pupils in the Primary department will have access to work related learning through the PSHE curriculum.
2. Opportunities will be taken at all ages to invite people who do particular jobs into school so they can share their work life with pupils. School will organize an annual Jobs Day.
3. Teachers throughout the school will be given opportunities for a work related teacher placement as identified by Education Business Partnership as and when possible.
4. Pupils throughout school will have the chance to develop simple work skills and take responsibilities. These will include taking the register and counting milk bottles. As pupils get older they will have the responsibility for more age appropriate tasks such as the Head teachers post.

5. Teachers will use a range of teaching and learning styles for WRL. This will include a 3 part lesson, curriculum visits, 1-1 work, supervised independent tasks, work with Connexions advisors and appropriate accredited courses
6. All KS3, 4 and P 16 pupils will have a specialist Careers programme which will include visits to a range of work places.
7. Students in school in particular KS4, will have the opportunity for supported work experience placements either in school or in the community. These will be for flexible periods of time depending on pupils needs and some may work without supervision of school staff.
8. P 16 pupils will if appropriate have the opportunity for at least one weeks work experience but in most cases two weeks. They will have the opportunity to discuss their skills, attitudes and so make choices of placement.
9. Pupils with ASD will be supported in WRL by offering them a known structure and systems of communication i.e. PEC's.
10. Pupils with PMLD will have access to WRL through in school opportunities and the chance to take part in specialist visits e.g. the opportunity to visit a bakery to experience the sensory links.
11. All pupils will have access to WRL regardless of age, gender, disability or race.
12. Work in relation to WRL will be monitored as part of the ongoing monitoring cycle and may be observed by governors.
13. All out of school WRL opportunities will be risk assessed to ensure they are as safe as possible for pupils. They will be formally assessed through TWEBLO
14. Opportunities will be taken to promote positive images of other cultures through WRL.
15. Where possible all WRL will be accredited for KS4 and P16 students.
16. The support of the EBP will be used to set up WRL opportunities.
17. Pupils WRL experiences will be reported to parents through the Annual Review system and parents evenings.