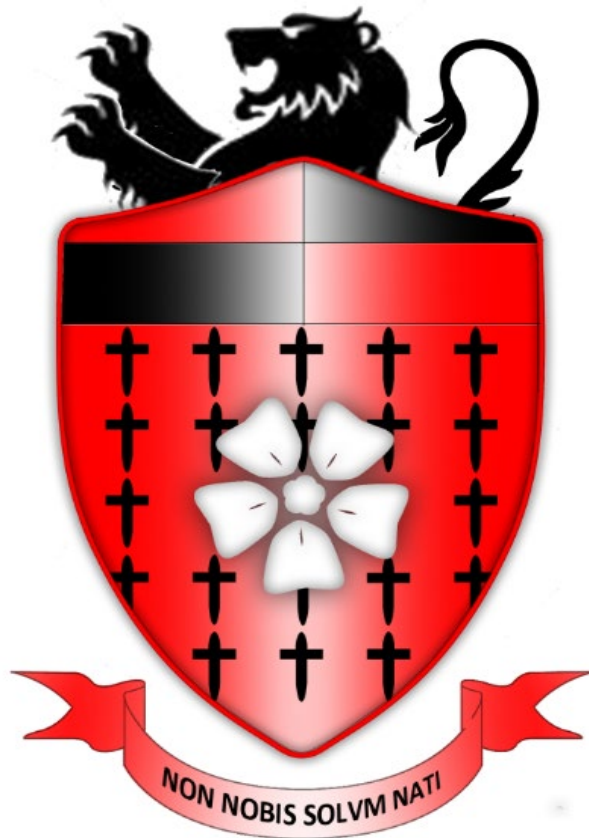


Hornsea School & Language College



Work Related Learning Policy

Last Reviewed:	Date: October 2025	By: Nichola Ashton
Approved by:	Headteacher: 26.11.25	Governing Body: 26.11.25
Date of Next Review:	November 2026	

WORK RELATED LEARNING POLICY

Introduction

Hornsea School is committed to maximising the educational and vocational benefits for every pupil through developing a whole school approach to work related learning. The school recognises that students benefit from access to the work-related curriculum and acknowledges that some would benefit more than others according to their chosen curriculum, personal interest, and vocational leanings. The school looks to promote work related learning as part of the entitlement of all pupils and as a means to encourage activities and experiences that teach students to learn 'about work' to learn 'through work' and to learn 'for work'.

The school curriculum provides a wide range of activities and opportunities for all pupils to prepare for a working life through developing an understanding of the diversity of the workplace opportunities and requirements.

Work related learning

Takes place during Life Studies sessions, subject and extra curricula activities. It manifests itself through Vocational courses at Key stage 4 and 5.

All students in year 10 experience an authentic mock interview with an employer working in Business or Industry in preparation for their Work experience placement. Work experience provides one week of work-related experience for all students in year 10. Students within the Sixth Form are also given the opportunity and support to undertake a further work experience placement in year 12 rebranded as the Professional Insight Placement Programme (PIPP)

Rationale

Work related learning has an important contribution to make to the education of all pupils in order for them to make an effective transition from school to adulthood and employment. School provides a range of opportunities for pupils to learn about work in a range of contexts both within lessons and extra-curricular activities.

Purposes

Work related learning is concerned with those planned activities that use work as a context for learning or illustrate aspects of working life. The school encourages innovative approaches to work related learning in order to motivate pupils and to raise standards.

The main purpose of work-related learning is to provide pupils with a range of activities as part of a balanced and integrated curriculum. The work-related learning opportunities provided by the school should contribute to:

- Attainment at individual subjects by increasing pupils understanding
- Achievement of vocational qualifications by enhancing understanding and relevance to general and specific occupations.
- Achievement and development of the key employability skills and the wider key skills
- Careers education and guidance within Life Studies time and through subject areas by providing an insight into the factors which can inform career choice.
- Learning about the world of work, LMI and preparation for the transition from education and training to work

- Personal and social education through the improvement of interpersonal skills, presentations skills, self-confidence, taking initiative, teamwork and taking on responsibility.
- Increasing the breadth of curriculum experience for every pupil to support them in the preparation for adult life.

Aims for Work Related Learning

The aims for work related learning focus on the provision for opportunities for pupils to prepare for adult and working life and include strategies that look towards:

- Improving educational standards through using contexts that improve motivation and attainment for all pupils:
- Ensuring that pupils follow courses and programmes appropriate to their longer-term aspirations and needs.
- Improving pupils understanding of the world of work and its demands.
- Improving the quality of provision and guidance
- Increasing access and choice for all pupils
- Improving the transition of pupils from school to adult and working life
- Raising levels of attainment through high-quality work-related learning for all pupils
- Developing a range of work-related opportunities which enhance the curriculum
- Developing greater awareness for pupils about the world of work, the development of key life skills and employability
- Developing a range of appropriate and relevant activities which assist in raising all pupils' aspirations and achievements and which are the highest possible quality and are regularly monitored
- Promoting awareness and understanding of work industry, the economy and community
- Relating skills, attitudes, concepts and knowledge learned in school to applications in the wider world
- Developing pupils personal and social skills in relation to a range of contexts
- Providing pupils with informed and impartial guidance on the choices available in education, training and employment as well as other interests
- Improving employability through work related learning
- Developing links with key partners which include the Unifrog team, Employers, The Careers & Enterprise Company – Enterprise Advisor programme, local colleges, training providers and universities.