



# **Work Experience Policy**

This policy is relevant for all ALP Schools

**Head Office  
42-46 Harmer Street  
Gravesend  
Kent  
DA12 2AX**

## Contents Page

<b>Content</b>	<b>Page Number</b>
<b>1. Introduction</b>	<b>2</b>
<b>2. Definitions</b>	<b>3</b>
<b>3. Responsibilities</b>	<b>3</b>
<b>4. Risk Assessment</b>	<b>6</b>
<b>5. Suitability of the Placement</b>	<b>7</b>
<b>6. Confidentiality</b>	<b>7</b>
<b>7. Supporting Students During the Work Experience Placement</b>	<b>8</b>
<b>8. Monitoring if Students whilst on work experience</b>	<b>8</b>
<b>9. Feedback</b>	<b>8</b>
<b>10. Child Protection</b>	<b>8</b>
<b>11. Insurance</b>	<b>9</b>
<b>12 Pay, Tax and National Insurance</b>	<b>9</b>
<b>13 Reporting of Accidents During Work Experience</b>	<b>9</b>
<b>14 Information and Advice</b>	<b>10</b>
<b>Appendix A</b>	<b>11</b>

## **1 Introduction**

1.1 Work experience that is well planned and well organised has an important role in developing a student's personal and social skills and gives them important opportunities to learn directly about the world of work.

1.2 However, students outside the school environment will be more exposed to the potential risks involved, both from the tasks they undertake and from the working environment, e.g. equipment and hazardous substances. The special educational needs, physical and psychological immaturity of students also constitutes a risk in itself and therefore it is important that these are taken into account in the risk assessment completed by ALP Schools and the placement provider.

1.3 Work experience placements are only permitted by law for students during Key Stage 4 and above, i.e. Years 10, 11, 12 and 13. Schools and academies are encouraged to provide up to two weeks' high quality work experience for all students, although most schools arrange a 5 day placement. ALP Schools consider individual needs ahead of any placement arrangement. If suitable, some students may have a placement as part of their timetable that continues throughout the academic year.

1.4 The Working Time Regulations 1998 apply to students at work experience placements, for example they should not work for more than five days in any consecutive seven-day period. The number of hours worked and pattern of duties is normally agreed by the placement provider, school / academy and students. ALP Schools should put measures in place to ensure that students on placements are not required to work excessively long hours or unnecessarily unsocial hours. It is strongly recommended that students should not be asked to work more than a standard eight-hour day.

1.5 Children between 13 and the minimum school leaving age (MLSA) are prohibited from being employed in industrial undertakings such as factories, construction sites etc, except when on work experience schemes approved by the Children's Services Department. The Health and Safety (Training for Employment) Regulations 1990 have the effect of designating children on work experience placements as staff and employers must provide them with at least the same health, safety and welfare protection that they give their own staff. There are also some age-related restrictions which prohibit young workers, including children on work experience, from working with particular machinery or undertaking particular tasks. Employers should be aware of these restrictions.

1.6 This document provides advice to ALP Schools on arranging work experience placements to ensure that all placements are in line with health and safety legislation.

## 2. Definitions

2.1 The Department for Education (DfE) defines work experience as “a placement on an employer’s premises in which a student carries out a particular task or duty, or range of tasks and duties, more or less as would an employee, but with the emphasis on the learning aspects of the experience.

2.2 Work Experience can be classified as either: Block - the placement takes place over 5 or 10 consecutive working days. Extended - the placement takes place on 1 or 2 days per week over a period of time. Schools must ensure that they comply with the criteria that are designed to safeguard students' entitlement to a broad and balanced curriculum. It is therefore unlikely that extended work experience of more than two days a week will meet this requirement.

## 3. Responsibilities

3.1 A designated person within the school, who is trained, qualified or occupationally competent will ensure, so far as is reasonably practicable, that students on work experience, are not exposed to risks to their health and safety by ensuring that:

- The school implements a robust health and safety management system for work experience;
- Staff and learners are aware of their responsibilities with regards to work experience;
- The school understands that when purchasing a work experience service through a 'Placement Organiser', that they are responsible for ensuring that all aspects of this policy are met, that there is evidence of this in the provision and that monitoring arrangements are in place.

### 3.2 Headteachers and Career Lead

The headteacher has overall responsibility to ensure the health, safety and welfare of students on work experience and staff who are involved in the planning and preparation of the placement. They are supported by the careers Lead. They will ensure that:

- a suitable and sufficient management system is implemented for work experience;
- a named member of SMT or an appropriate person is nominated within the school with responsibility for ensuring that the health and safety requirements for work experience are carried out;
- a Work Experience Co-ordinator or appropriate person is nominated within the school; if the service is being delivered in-house, the responsibilities of the Placement Organiser are implemented (see 3.4)
- the suitability of work experience placements has been assessed by a competent person;
- there is clear communication with all key parties involved with the work placement;
- health and safety procedures are followed;

- arrangements are in place to send consent forms and risk assessment to parents/carers and that a copy of this document is signed and returned before the placement begins;
- arrangements are in place to provide placement providers with any additional needs of the student;
- staff comply with ALP Schools accident and injury protocol and that all parties understand their responsibilities.

### 3.3 Executive Board

The roles of the Executive Board are to ensure that the work experience policy is up to date and to monitor that work experience is delivered effectively. They will ensure that:

- the Work Experience Policy is correct and ensures that the school's arrangements meet all requirements;
- when/if purchasing a work experience service from a 'Placement Organiser', all aspects of this policy are met, that there is evidence of this in the provision and that monitoring arrangements are in place.

### 3.4 Placement Organisers (The person responsible for arranging the placement)

Before a placement is organised the young person and the parents / carers should give written consent that they are happy for a placement to commence. (Appendix A)

The Placement Organiser may be the school or a service that has been purchased. Whoever takes on the role of Placement Organiser is responsible for the following duties:

- To ensure that, before approving a placement, the Judicium Work Experience Placement Assessment Form has been completed and the assessment outcome is satisfactory (The form is available in Shared Drive alongside the policy). This ensures the following is in place:
  - Basic Health and safety requirements
  - Child Protection
  - Health and Safety Policies
  - Risk Assessment and Control
  - Accidents, Incidents and first aid
  - Supervision, Information, Instruction and Training
  - Work Equipment and Machinery
  - PPE
  - Fire and Emergencies
  - Safe and Healthy working environment.
- The health and safety inspection and the Work Experience Placement Assessment Form must be carried out by a competent person. A competent person is classed as somebody who is confident within health and safety, has experience in this field and has completed relevant health and safety training.
- ensure that placement risk assessments are made available to schools, in order that they can be sent to parents/carers; .

- ensure that placement providers have read and understood the school's safeguarding and child protection policy.
- Ensure the placement provider has been given relevant information about the students needs
- ensure that all placements are visited and there is a revisit programme in place, usually when a new learner starts.

A work experience placement can only start if the Assessment Outcomes from the Work Experience Placement Assessment Form is deemed satisfactory and any high priority action point have been addressed.

### 3.5 - Monitoring the Placement

Staff monitoring Work Experience Placements can be anybody within the school who is assigned to the student on placement. The staff member responsible for a placement will ensure that:

- they are familiar with the risk assessments for placements being visited and that any identified personal protective equipment or clothing is worn; records are kept of the monitoring visit;
- a visit takes place as required. Where it is not possible to make a visit due to location of the placement, phone contact takes place and is recorded;
- ensure, where there are any concerns, that this is reported as soon as possible to the placement organiser, Careers Lead and Head Teacher and more frequent visits made;
- ensure child protection and health and safety procedures are followed.

### 3.6 Placement Providers

The Placement Provider is the employer that has agreed to take a student on placement. The Placement Provider must comply with the following requirements:

- contact their insurance company to advise them that they are taking a student for work experience and ensure that Employer's Liability Insurance is in place;
- assess the risks to their young workers (i.e. under 18 years of age) including students on work experience, before they start work;
- ensure that a risk assessment is completed and takes into account specific factors such as immaturity, inexperience and lack of awareness, as well as any additional needs that the student may have. This document must be forwarded to the school so that parents/carers can receive a copy prior to the placement commencing; (somebody from the school can assist with this)
- introduce and implement control measures to eliminate or minimise the risks and ensure that these are implemented, including the wearing of personal protective equipment or clothing;
- ensure that the student receives adequate training and health and safety instructions prior to commencing the placement/first day;
- nominate a mentor to work with the student; provide adequate supervision as detailed on the risk assessment;

- ensure students are made aware of the work activities involved and any associated significant risks; ensure that students are informed of who has day to day responsibility at the workplace for supervising them, and who (if different) has overall responsibility for their health and safety during their work experience;
- inform the Placement Organiser, the school and parents/carers of any accident/incident as soon as practicable;
- complete the incident/accident book, and/or report as a RIDDOR to HSE in the event of a serious accident/incident..

The School/Placement Organiser must ensure that they are satisfied that the Placement Provider has these processes in place before approving a placement.

3.7 Parents or carers of a child have no specific responsibilities under health and safety legislation, except when they provide work experience for members of their own family. In this case they will have the same health and safety responsibilities as other placement providers.

Parents or carers of a child can provide useful information about their child's medical or behaviour conditions, or particularly any potential health and safety problems that may relate in the placement. This information must be passed on to the placement provider so that s/he is able to carry out an effective risk assessment prior to the commencement of the placement.

## **4 Risk Assessment**

4.1 The Management of Health and Safety at Work Regulations 1999 states that employers must assess the risks to their young workers, including students on work experience before they start work.

4.2 Risk assessments should be undertaken by the school, alongside the placement provider as soon as the placement details have been agreed and before the student takes up the work placement. Placement providers should be informed in advance by the school about any individual students who may be at greater risk, for example because of any specific medical needs/behavioural needs or learning difficulties.

4.3 The risk assessment must take into account the following factors;

- inexperience and immaturity;
- lack of awareness of existing or potential risks;
- the fitting and layout of the workplace and/or workstation;
- the nature, degree and duration of any exposure to physical, biological and chemical agents;
- the form, range and use of work equipment and the way in which it is handled;
- the organisation of processes and activities;
- the extent of the supervision to be provided to the student;

- the extent of the health and safety training provided, or to be provided, to the student concerned;
- any issues relating to students medical, behavioural, physical and/ or learning needs.

4.4 The extent of the risk will determine whether to restrict the work or the activities of the work experience student. If the placement provider concludes that, as a result of a risk assessment, there is a significant risk to the student undertaking this activity, the student must be prohibited from doing it.

4.5 The placement provider must ensure that the control measures identified on the risk assessment are implemented. The person responsible for mentoring the student must be provided with a copy of the risk assessment.

4.6 In order to fulfil the legal requirements relating to risk assessment, ALP schools must implement a procedure to ensure that consent forms and the risk assessment are sent to parents/carers and that a copy of this document is signed and returned before the placement begins.

## **5. Suitability of the Placement**

5.1 Suitability of the placement will be assessed via the Work Experience Placement Assessment Form in terms of Health and Safety

5.2 The placement needs to be deemed suitable in terms of educational value. Relevant for the learners needs and assist with personal and social development. This should be agreed between the SMT, placement provider and parents. .

5.3 - The suitability of a placement should be considered by the Headteacher/Careers Lead. ALP Schools have not prohibited any placements as we recognise the diversity and individual needs of our learners. However, there are placements that should be restricted, e.g, working with guns, fireworks, gambling and age appropriate such as working with alcohol, within tattoo studios etc.

## **6 Confidentiality**

6.1 Parents must inform the school of any issues, health or otherwise (behavioural issues, infringements of the law, language ability etc) relating to the student prior to the student commencing work experience.

6.2 The school is required to inform an employer of any of the above that may affect the employer's willingness to take that student for work experience. If this information is not supplied then the placement cannot be approved.



6.3 Permission must always be sought from parents and the student before any information listed above covered by the data protection act is shared. Please note that a placement cannot go ahead if such permission is not received.

## **7 Supporting Students during the Work Experience Placement**

7.1 Students should understand the necessity for health and safety controls in the workplace. General principles could be introduced as part of the pre-briefing by the school and/or at a pre-placement visit by the student.

## **8 Monitoring of Students whilst on Work Experience**

8.1 It is a requirement of the HSE that all work experience placements are monitored. These provide a useful opportunity to ask students if they have any health and safety concerns and to discuss the practical ways in which risks are controlled.

8.2 Staff carrying out monitoring visits of students must be provided with a copy of the risk assessment to alert them of the control measures that should be in place and the potential risks to their own health and safety in that industry.

8.3 Schools and any other organisations arranging work experience should ensure that staff monitoring work experience placements are provided with, and wear suitable personal protective clothing (PPE). If this is not practical, staff must be instructed not to enter any areas of work that require PPE.

8.4 Staff on monitoring visits should ask the students about the tasks that they are performing and the level of supervision that they have received. If the level of supervision is believed to be insufficient, this should be raised with the employer, school and Placement Organiser so that remedial action can be taken.

## **9 Feedback**

9.1 Successful management of work experience programmes depends on feedback, therefore placement coordinators are encouraged to provide feedback to placement providers. This may also include a thank you letter.

9.2 It is recommended that students are asked to feedback on the health and safety standards of the placement provider during the post placement review. The Placement Organiser/Careers Lead will need to be notified immediately if concerns are raised.

## **10 Child Protection**

10.1 When arranging work experience placements there are considerations regarding child protection. Child protection means protecting children against all forms of abuse, including sexual abuse, physical and emotional abuse and neglect and applies to all young people under 18.

10.2 Employers are asked, when preparing a programme of work experience for a young person, to take responsibility for their social welfare as well as their physical welfare.

10.3 Employers should do all they can to ensure their employees relationships with young people on work experience are appropriate to their age and gender, and do not give rise to comment and speculation. Attitude, behaviour and language all require care and thought. Employers must read and sign a Principles of Child Protection Document or provide evidence that they have a Child Protection Policy in place. Schools providing work experience placements are exempt from this.

## **11 Insurance**

11.1 ALP Schools ensures that work experience placements have the correct insurance in place. All placement providers must have Employers' Liability and Public Liability Insurance. NB. Although employers who are close relatives of the student (mother, father, siblings, uncle, aunt, grandparents) are considered exempt from this, it is still recommended that placements do not take place with ANY employer who does not have employer's liability insurance. (This recommendation is made with the intention of maintaining the safety and well being of the student at all times, all appropriate health & safety guidance adhered to, and appropriate risk assessments carried out).

## **12 Pay, Tax & National Insurance**

12.1 The parent or carer will need to be aware that it is a condition of work experience that students do not receive payment. They therefore will not be entitled to the industrial injuries benefits of the Social Security Act 1975 if they are involved in an accident while taking part in work experience.

12.2 Students on work experience have the status of an "employee" for legal and insurance purposes but must not receive payment for the work they do. Employers can assist with travelling expenses or lunch costs if they wish.

12.3 The number of hours worked and pattern of duties, is normally agreed by the placement provider, school and students. Schools should put measures in place to ensure that students on placements are not required to work excessively long hours or unnecessarily unsocial hours.

## **13 Reporting of Accidents during Work Experience**

13.1 It may be necessary to remind placement providers that they have a responsibility to report all accidents to students that are reportable under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995.

13.2 Placement providers must notify immediately the parent and school, giving full details of any incident/accident involving a student. Schools should then deal with the accident appropriately. This may include an investigation.

## **14 Information and Advice**

14.1 Further information about work experience placement - Department of Education - Post - 16 work experience as a part of 16 - 19 study programmes and traineeships. Departmental advice for post 16 education and training providers.

<https://www.gov.uk/government/publications/16-to-19-study-programmes-guide-for-providers/16-to-19-study-programmes-guidance-2019-to-2020-academic-year>

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Appendix A

Schools address

**WORK EXPERIENCE – PARENTAL CONSENT FORM**

This form is to cover consent for ALP Schools Students undertaking work experience during Term Time.

Student's Name ..... has been asked to participate in the Work Experience organised by ALP Schools at:

Name of organisation.....

Address.....

Date From .....

Date To.....

**Consent form**

Name.....

Address.....

.....

Tel No.....

I..... being the parent/carer of

.....

Provide consent that he/she should gain work experience organised by ALP schools. I acknowledge that without the appropriate Health and Safety check being carried out by ALP Schools or its counterpart my/our son/daughter will not be able to attend the placement.

Please indicate below if there are any medical conditions or special needs which may affect the type of placement that is suitable.

If your daughter/son suffers from any medical  
.....  
problem or disability which may affect her/him  
during work experience or if you have any other  
.....  
information which you think we should be aware  
of please give details

Does this information need to be passed to the employer? YES/NO

Is there any known medical/health reason why your daughter/son cannot participate in the work experience? YES/NO

**Shared information** I/we give consent to share relevant information with the placement provider including medical information that may impact upon the placement.

**Risk assessment** I/we have received and read a copy of the risk assessment.

Signed ..... (Parent/Carer)

Date .....

