



Work Experience Policy

Approving Body:	Local Academy Board
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At The Bolsover School we aim to create the “rounded student”; one who will consider learning as a life-long experience but one who will also be able to play a full and active role in the world of work. With this purpose in mind, we support a number of initiatives that will enable students to make the transition from school to the workplace. These may include virtual work experiences, classroom-based preparations, visiting speakers, careers advice and first-hand experience of the workplace.

The Governing Body took the decision in Summer 2015 to shelve the historic and traditional Year 10 2 week’s work experience. The decision wasn’t taken lightly but based on a survey of local schools and the recent experiences of our students.

Many local employers faced with increasing insurance liability costs and Health and Safety directives have chosen to remove themselves from the pool of businesses offering work experience. The result being that we saw an increasing number of students opt for a placement that wasn’t appealing to them but was convenient. An increasing number of students were therefore opting to undertake placements with a family member and it was our opinion that this wasn’t always appropriate. An increasing number of students were absenting themselves from their placement after a couple of days through boredom. In essence the programme had become devalued, lacking breadth and was a poor use of an academic week.

A work experience offer is reviewed and discussed every academic year, and more recently, due to an increase in general costs and the constraints on school budget, it is felt that work experience, in its original guise (1/2 weeks work placement) still needs to be ‘shelved’ for the time being. It is a big undertaking which needs to be managed, staffed and funded. The local authority (Derbyshire County Council) carried out all necessary Health & Safety checks prior to placement, and the cost to the school is significant.

The Bolsover School aims to meet all The Gatsby Benchmarks, and we recognise that a planned 2 weeks work experience programme leaves a gap in our CEIAG provision and also in respect of meeting Gatsby Benchmark 6.

Alternative strategies have been sought and these include;

- The school’s ongoing involvement with the Careers and Enterprise Company and the Enterprise Coordinator at the North Derbyshire Careers Hub/ the **D2N2** Local Enterprise Partnership.
- Year 8 student receptionist role.
- Hosting employers within the school during tutor time, thus allowing pupils to gain accurate information regarding the reality of jobs and the world of work.
- Using Enrichment Days to boost the careers provision within the school.
- Working in partnership with employers such as Ryder Levett Bucknall, United Castbar and Mortgage 1st to offer targeted opportunities to appropriate students.
- Increasing the number of visits to local employers.
- Working in partnership with ‘Speakers for Schools’, who offer virtual work experience sessions, and virtual talks and broadcasts

We ask students arrange their own work experience during non-school days across the year: INSET days.

The school recognises the importance of work experience, and will continue to monitor the situation, referring matters to the governing body as and when necessary.