



Grange Academy

Belong • Believe • Achieve

Article 2: All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 23: You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.

Work Related Learning Policy

Policy Status: Statutory

Review Cycle: Annually

Owner: Angela Morris
Deputy Head of School

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Approved by: SLT

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Review Date: April 2027

Introduction

Work Related Learning (WRL) is defined as: planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including learning through the experience of work, learning about work and working practices and learning the skills for work.

Grange Academy is committed to maximising the benefits for every pupil, in the development of the whole school approach to work-related learning. We wish to promote WRL as part of the learning entitlement for all pupils with additional targeted support for pupils in KS4 and KS5. We hope to work in partnership with families to maximise opportunities and experiences available to all our young people.

Aims and Objectives

We aim to ensure that our pupils are prepared for life beyond school. As such we want to prepare our pupils for adult and working life. We aim to do this by:

- using real life contexts to improve motivation and attainment for all our pupils
- ensuring that all pupils follow courses and programmes which are appropriate to their longer-term aspirations and needs
- our pupils understanding of the world of work and its demands
- providing a range of bespoke practical experiences that our pupils value
- providing high quality and impartial education and career guidance that includes information on apprenticeships
- providing bespoke support during transition times
- Ensure that pupils can present themselves in a positive and well-groomed manner.

The key objectives for work-related learning are:

- to raise levels of attainment through high quality work-related learning for all pupils
- to develop a range of opportunities which enhance the curriculum
- to promote greater awareness for pupils about the world of work, the development of key skills and employability skills
- to develop a range of appropriate and relevant activities which assist in raising all pupils' aspirations and achievement
- to promote awareness and understanding of work, industry, the economy and community
- to relate skills attitudes, concepts and knowledge learned in school to applications in the wider world
- to develop pupil's personal and social skills in relationships in a range of contexts
- to provide pupils with informed and impartial guidance on the choices available for education, training and employment as well as other interests
- to improve employability by developing work-related learning skills
- to develop effective links with key partners and local industry
- to raise awareness of labour market information that is applicable to our pupils in the local area.

Procedures and Responsibilities

The school offers a wide range of activities that contribute towards work related opportunities in order to help prepare pupils effectively for adult and working life. These activities complement

subject teaching, contribute towards the development of pupils' key skills as well as contributing to lifelong learning opportunities and can be evidenced either in subject sessions, form times or in discrete lessons.

1. Activities in school

The range of activities the school is currently using in order to help meet its objectives include:

- practical subjects (ICT, Food Technology, DT, Horticulture, Animal Care and Child Care)
- Careers Education and Guidance including the Careers Choice Discussions
- work experience
- alternative curriculum support
- visits to employers
- RSHE lessons
- enterprise projects
- visits from Industry and Business e.g. Business/ Economics
- Workshops / assemblies
- Lunchtime clubs e.g. Art, Lego, DT, Gardening, Choir

2. Curriculum development

Work-related learning within the school enables each curriculum area to make a full contribution through:

- the development of schemes of work that recognise the importance of work-related learning in preparing pupils for adult and working life
- ensuring that all KS4 and KS5 pupils have access to some work-related activities which are appropriate to their needs
- the use of appropriate teaching and learning strategies
- ensuring maximum understanding for pupils of the various aspects of work-related learning to adult and working life
- ensuring continuity and progression in schemes of work, so that all pupils can build on work-related experiences from previous levels.

3. Activities outside school

The range of activities that pupils may participate in outside school is very wide. Every pupil will be able to evidence activities. These could include:

- part-time jobs
- experiences of legal requirements e.g. Health and Safety
- community work
- independent work experience
- Cadets, Scouts, Sports – team building, leadership skills
- online courses
- Duke of Edinburgh
- Youth Club engagement
- After school clubs e.g. Fitness, Dodgeball, Music and Cooking

4. Assessment

Assessment within WRL is chiefly in the form of pupil self-assessment supported by discussion with tutors and teachers. Each pupil will have regular conversations with our Careers Lead who will discuss their options and how the work that they have done will support their future aspiration.

Each pupil in KS4 and KS5 will have access to a 1:1 meeting with a careers guidance professional. An individual plan will be developed and reviewed at regular intervals.

5. Moral, Spiritual and Cultural Education

WRL will contribute to each pupil's moral, spiritual and cultural development by helping them to recognise the meaning and value of different types of work to individuals, communities and the country as a whole.

6. Equal Opportunities

WRL will help to promote the school's policy on equal opportunities by providing a range of resources, which match individual needs, helping pupils recognise the importance of Equal Opportunities in working life and monitoring resources to ensure the absence of stereotyping.

7. Partnerships

We work in partnership with the following:

- Outside agencies who will support and complement WRL with tailored programs
- Local industry and businesses – who support Work Experience
- Support to access Further and Higher Education Institutions Open Days
- Working closely with parents so that they understand what options are available for next steps

Evaluation

The school policy on work related learning will be reviewed and monitored at various levels and at different times through form tutors, EHCP reviews and pupil focus groups. The key priorities from the review are incorporated into the School Improvement Plan and Pupil Premium plan on an annual basis. Pupils will also be invited to feedback on the impact they experience.