



St Olave's Grammar School

WORK EXPERIENCE POLICY

- We encourage pupils to try and gain an insight into areas which interest them in relation to future career pathways.
- The focus for most pupils is quite explicitly on moving onto university rather than directly into employment as historically this has been the most-popular destination. Nonetheless, the technical education provided by apprenticeships and professional education is also recognized and would be supported if of interest to an individual.
- The School provides independent advice in helping pupils select subjects or courses as well as a choice of university. It also encourages pupils to seek opportunities to gain exposure to work environments where we know that admissions tutors look for such experience as a part of their review of students' applications.
- Where appropriate the School might in exceptional circumstances support the absence of a pupil for an agreed period and an approved activity. Ideally this should take place outside of Term time, not during the examination period and ideally during the period after AS examinations.
- Where appropriate the School can confirm that a student is a pupil at St Olave's if this is required as part of a placement.
- We cannot endorse any individual placements which pupils organise directly in terms of risk assessments, disclaimers or insurance waivers.
- The School cannot endorse placements where employers want risk assessments undertaken by the School.

The Benefits of Work Experience

- **Skills Development.** Work experience is primarily about developing skills, particularly employability skills. High quality work experience should be purposeful, substantial, offer challenge and be relevant to a student's study programme and career aspirations. Work experience must be purposeful and planned. It should give students the opportunity to develop vocational and employability skills in real working conditions.
- **Helps get a graduate job.** Employers state time and again that the more experience you get the more chance you have of landing the graduate job you want.
- **Helps with planning your career.** Gaining some work experience can help you make informed choices about your future career path by focusing on the skills required for that occupational sector.
- **Gives a better understanding of the working environment.** It is important to know and understand what your working environment is going to be like as you will spend at least a third of your day at work! Work experience should contribute to students' overall development. For example work experience can develop employability, vocational skills and personal effectiveness (e.g. attendance, attitudes, punctuality and behaviour).
- **Money.** Many work experience opportunities are paid, which has obvious benefits. However, work experience is not always paid, some opportunities with charities or in the media operate on a voluntary basis.

- **Helps make future contacts.** Gaining work experience is a great opportunity to make contacts whether for future jobs or for future clients.
- **Business acumen and commercial awareness.** Employers often comment that having an understanding and experience in this area will put you head and shoulders above the competition. Work experience is one of main ways this can be gained.
- **Putting theory into practice.** Depending upon your degree, your work experience may be directly relevant to your course, this will help you see how the theory you have learnt works in practice. It will also give you renewed confidence when you return to your studies and can help put theory into context.

Work Experience should be followed by some form of reference or feedback from the employer based on the young person's performance.

If you require any further information please email acarroll@saintolaves.net