



KING EDWARD'S SCHOOL
BIRMINGHAM



KING EDWARD VI
HIGH SCHOOL FOR GIRLS

WORK EXPERIENCE POLICY

Committee	
Policy Type	KES/KEHS School
Policy Owner	HEAD OF CAREERS
Statutory	No
Published on website	Yes
Last review date	September 2025
Next review date	September 2026
Review Cycle	Annual
Expiry date	This policy will not expire but will be reviewed as per its designated cycle. This policy remains effective whilst the review is taking place and will become non-applicable once the updated version has been approved.
Version	v1.0

KES/KEHS Work Experience Policy, Procedure and FAQs

Summary

Government guidance on work experience was updated in [May 2025](#) following a review of the Gatsby Benchmarks. Schools are now encouraged to be 'preparing for the future introduction of a guarantee of 2 weeks' worth of work experience for every young person'. At KES and KEHS students are encouraged to undertake two weeks' worth of work experience placements during the holidays from Year 10 to Year 12.

There is an allocated school work experience week in Year 11 at the end of the summer term, usually in the last full week of term, during which all students are expected to take part in a work experience placement. Support and information are given in school throughout the year, but **it is the student's responsibility to apply for a range of placements**, so that they have at least one confirmed place by the end of the Spring Term. Parents must ensure they are happy with the arrangements their child has made. School provides the [Unifrog Work Experience Placement Tool](#) to administer the placement arrangements and collect Health and Safety and Safeguarding reassurances.

Introduction

KES/KEHS provides students with an incredible array of opportunities and activities with which they can become involved. Whilst all of these experiences will be developing students' skills and helping them understand what strengths and interests they have, none is the same as the uniqueness of an in-person Work Experience placement.

The government recommends that all young people should have up to two week's work experience by the time they leave school. Experiences within workplace settings, and encounters with employers and employees, are key for supporting students in their future career journey and decision-making. Placements help students to get to know themselves and their preferences, as well as introducing them to various roles, tasks, and industries.

Some Higher Education pathways require relevant work experience, including Medicine, Veterinary, and Dentistry. Many employers, and some higher education institutes, will look for evidence of work experience in the UCAS/ job application, as it shows that a student is motivated, has commitment, and has been proactive in seeking out opportunities to develop their skills and interests.

Aims of Work Experience

By undertaking a work experience placement week, KES students will:

- Learn skills related to: applying for placements; researching opportunities; writing letters and CVs; and networking; and dealing with some of the challenges of job-hunting.
- Gain valuable experience of a workplace setting.
- Have encounters with employers and employees.
- Have opportunities to practice and develop their employability skills.
- Test out their interests, skills, and strengths, in order to come to a better understanding of themselves.

- Experience work tasks and work environments, which are different to those at school, and assess which they enjoy.
- Develop networks and networking skills for the future and meet people who inspire and interest them.
- Gain confidence when relating to the adult world of work.

Procedure

1. Autumn Term – Year 11s will be given an assembly on the importance of the placement and how to go about finding a placement. Support is given on resources to use, including CV and letter templates, video links etc. Parents are sent a letter to outline the process.
2. Spring Half Term - By the end of February half term, students should have applied to at least 4 placements. It is recommended that they start their research and applications in December, as some are competitive and allocated on a 'first come first served' basis.
3. End of Spring term - Deadline for confirming one of their placements. Students should upload the placement information to the Unifrog portal by the end of the Spring Term. (The student will need the name of the placement contact, business name, and email. Mrs Cuthbert is the School Placement Coordinator.)
4. March/April - Employers should fill out the Unifrog form and parents should review the details sent to them by Unifrog. They will be asked to give their consent. If an employer does not populate the form, students will need to check and chase them for the information.
5. End of Summer Term - Work Experience Week will follow after GCSE examinations have finished.
6. Summer Break 5ths – Reflection of placement to be written and uploaded to Unifrog. Feedback received from employer. KES Students will be assessed on how well they have engaged with the Work Experience process, with three selected for the Work Experience Prize, which is awarded on Founder's Day.

Answers to FAQs

Will the school find a placement for the students?

No, students are responsible for finding their own placement. This provides them with an opportunity for developing their employability skills. Students can ask the Head of Careers about previous placement providers and contacts relating to their preferred sector. The school may be able to suggest certain employers that could be approached, but it does not find placements for students.

Why do students need to think about this so early, if they are not doing the placement until after GCSEs?

The timings are carefully chosen to support students, so that they can focus on Mocks and GCSE examinations at the allotted time. Students will be expected to have secured a work placement by the end of the Spring term. Furthermore, some placements are highly competitive and students need to apply early, starting in December with applications.

What if a student can't find a placement?

If a student is struggling or unable to find a placement, they should contact the Head of Careers in the first instance. The onus is on the student to do this, as this proactivity is a crucial part of developing their employability skills. The Head of Careers will support them to create an action plan to search for appropriate placements. If a student has not been able to find a placement, or if a placement has fallen through, they are expected to come into school during Work Experience Week and develop their careers skills by taking part in a mix of virtual work experience, online courses, and jobs around the school site, such as in the canteen and grounds.

What if the placement offered doesn't fit the school Work Experience Week?

If a student has found a placement but it does not coincide with the school Work Experience week, this should be discussed with the Head of Careers and Head of Year. Please note that if a student manages to secure more than one placement, this is encouraged, and these can be undertaken in their own holiday time. Students can add more than one placement to Unifrog, if they want to use it for administering further placements.

Where can students find out about Work Experience?

Students are expected to do their own research. Students should use a three-pronged approach:

1. Use personal contacts of friends and family;
2. Make speculative applications to local organisations and businesses they are interested in. Visits can be made in person and emails, letters, and CVs sent;
3. Research big businesses and well-established providers of work experience placements with online application processes.

Students should also be checking their digital classrooms/ noticeboards and emails, where Work Experience information, assemblies, templates, and any work placements offered by Old Edwardians will be advertised. There are also resources on Unifrog. Springpod.com and The Forage also do fantastic virtual work experiences.

How does the Unifrog Work Experience Placement Tool work?

Students will need to upload a placement contact name, email, and telephone number to the Placements tab on their Unifrog account (visit Unifrog.org and click 'resend welcome email' if they have forgotten their login). School provides this Unifrog Work Experience Placement Tool to administer the placement arrangements and collect Health and Safety and Safeguarding reassurances. Once the employer has filled out the form, it will be sent to the parent for consent. It is up to the parent to ensure that they are happy with the placement arrangements, before they allow it to go ahead. School will not chase the student, or employer, if Unifrog forms have not been filled out.

What if the employer doesn't fill out the Unifrog form with their information?

Students should chase the placement provider with nudge emails, or a phone call. If a placement provider requires a paper copy of the Unifrog form, or alternative paperwork, please contact the Head of Careers. Please ask employers to check their junk mail for Unifrog forms. Parents must ensure they are happy with the arrangements their child has made, before they allow them to go on the placement.

What if a student is ill or has a problem on the placement?

In instances of illness, the placement provider and school should be notified of the absence at the earliest possible opportunity. If a student has a serious concern, or feels unsafe during their placement, they should speak to their placement contact immediately. If the circumstances make it difficult to do so, they should immediately remove themselves to a safe place and contact a parent and school as soon as possible.

What if a student does not engage with the process and does not complete a work experience?

The school will not force students to engage in this opportunity, beyond extolling the benefits of doing so and offering the support outlined. Work Experience Week is a valuable part of our students' education and all are strongly encouraged to participate. Any student who does not engage with a placement is missing an opportunity for their own personal development and, ultimately, this may have a negative impact on university or job applications and at future interviews. In recent years students have been very successful with finding in-person work experience placements. Occasionally a few have supplemented a shorter placement with virtual work experience in a preferred sector or a day of volunteering in school.

Can a student do work experience in Year 10 or Year 12, or is it only in Year 11?

We encourage students to do as much work experience as possible, especially if they are hoping to pursue a career where work experience is an essential entry requirement. Students often do work experience or volunteering over the holidays from Year 10 onwards. We encourage these additional placements and will provide any references, or application support that is required. School allocates the work experience week during Year 11, but further placements and volunteering roles are encouraged outside of term time. Please contact your Head of Year or Head of Careers if you have further questions.