

# WALLINGTON HIGH SCHOOL FOR GIRLS



## Work Experience Letter of Understanding for Employers and Parents

To ensure that the principal conditions of the Work Experience Scheme and the arrangements between an employer, Nonsuch and Wallington Education Trust and parents are fully understood, please note the following points:

### **Health & Safety**

- Employers offering Work Experience placements understand that students are regarded as an employee for the purposes of Health & Safety legislation. Students must not carry out any work of an unsuitable nature and that protective clothing or equipment will be provided where necessary and instruction given on its use.
- Employers should carry out a risk assessment to take into account a young person in the workplace and the results of this communicated to parents/guardian of the student via the school. If workplace risk has already been assessed with young people in mind, a business does not need to repeat this for each new student/young person. A separate risk assessment is not required specifically for work experience students.
- Students must comply with the conditions of restrictions set out in the risk assessment and follow all safety regulations their workplace.
- Protective equipment or clothing, where necessary, should be provided by the employer.
- In the case of absence, sickness or an accident the employer will immediately inform the school.
- Parents/guardians must inform the employer of any medical or other special requirements that may affect the student's ability to undertake the work or that may affect other members of staff.

### **Insurance**

- Employers Liability Insurance, Public Liability Insurance and vehicle insurance (where applicable) need to be in place for students on Work Related activities. As part of the government's Red Tape Challenge, ministers have written to employers confirming that the insurance industry has committed to treat work experience students as employees so that they will be covered by existing Employers' Liability Compulsory Insurance policies. If an employer has Employers' Liability Compulsory Insurance cover already with a member of the Association of British Insurers, they do not need to buy additional cover.
- If a student participating in a work experience scheme is negligent, and this gives rise to a claim, the school's public liability insurance applies.
- A student on placement has no automatic entitlement to any form of benefit in the event of suffering an accident and the only remedy is a claim, perhaps through the courts, against the negligent party. This assumes that someone other than the student was to blame.
- Employers or organisations participating in the scheme will be asked by the school to confirm that they have employer's liability insurance to meet any claim where they are at fault.

- Parents of students can take out personal accident insurance for their own benefit. Any reputable insurance company or broker would be able to advise.

### **Child Protection**

- The employer has a duty of care towards young people and is required by law to protect children from harm. Any employees are required, under the Criminal Justice and Court Services Act 2000, to declare that they are disqualified from working with children.

### **The Job**

- An induction process for the student should be undertaken on the 1<sup>st</sup> day to explain Health & Safety and emergency procedures.
- The student will carry out meaningful work during the placement and will have instruction and supervision during the tasks set out in the agreed job description.
- The student will not receive any payment for this work but an employer may if they wish contribute to the costs of meals or travel.
- Students will be expected to work the normal hours worked by young employees of the organisation and may be asked to work at the weekend with a day off in lieu.
- Employers should keep a record of attendance for each student. They should inform the school immediately of any unexplained absence or unacceptable behaviour.
- Parents must let the employer and the school know at the start of the working day if their daughter will be absent.

### **Data Protection**

- Students' personal details are confidential and should be safeguarded in accordance with the Data Protection Act 1998.
- All employers' details held by Nonsuch and Wallington Education Trust will be stored on our database for the purposes of administration and tracking of work experience schemes and other work related learning activities.

### **Statutory Obligations**

- The employer agrees to observe all relevant and current legislation relating to Health & Safety, Disability, Race, Sex Discrimination and the Children's Act.

### **References.**

- [HSE-Work Experience \(HSE Guidelines\)](#)
- [Association of British Insurers guideline for work experience \(ABI & work experience\) \(Government letter\)](#)