



Department  
for Education

# Consultation on removing the duty to deliver work- related learning at key stage 4

## Summary of consultation responses

6 October 2011 to  
4 January 2012

## Introduction

On 6 October 2011 the Department for Education published a consultation on removing the duty to deliver work-related learning at key stage 4.

In line with the changes that are being made to work experience for students post-16, Government will seek to remove the statutory duty to provide every young person at key stage 4 (14-16 year olds) with work-related learning. However, schools will still be free to determine whether and how work experience for young people at key stage 4 is provided. This approach reflects the Government's policy of reducing prescription and increasing professional autonomy for teachers and schools.

Removing the duty will cut down on bureaucracy and free up schools to deliver a broad and balanced curriculum, allowing them to be flexible in their provision for students who would genuinely benefit from work-related learning. Government considers work-related activities to be important but believes that schools are best placed to decide what is appropriate to suit the needs and circumstances of their pupils.

This document is a summary of the responses to the work-related learning consultation. It sets out:

- an overview of the issues raised in the responses to the consultation and
- a summary of the responses to the questions.

A total of 568 responses were received, broken down to the following organisations:

Member of the public	130	23%
School teacher/Head teacher	112	20%
Businessman/woman or business representative	101	18%
Careers/Work experience/Connexions	80	14%
Local authority representative	64	11%
Other:	38	7%
Voluntary group	31	5%
FE college teacher/Principal	7	1%
Young person	5	1%
<b>Total:</b>	<b>568</b>	<b>100%</b>

*\*Those which fell into the 'other' category included a number of education and training consultants, representative organisations, 14 – 19 partnerships and those respondent's who did not specify a type.*

A list of the organisations that responded can be found at Annex A.

## Overview

The majority of respondents 506 (89%) disagreed with the proposal to remove the duty to provide work-related learning (WRL) at key stage 4. They believed

that WRL was valuable in giving young people an idea of the reality of the workplace, helping them to understand what would be expected of them by their future employers and potentially helping them to decide if a chosen career was right for them.

Those who agreed that the duty should be removed 52 (9%) felt that:

- Work-related learning was a huge organisational task and in many cases offered little meaningful reward;
- A one size fits all duty would not benefit all. Respondents suggested that whilst it may be relevant for those who chose vocational training it was less so for those on an academic pathway;
- Retaining the duty would force children to take placements that they had no interest in if their chosen interests could not be catered for. Respondents noted, for example, that their child had wanted a placement in engineering but were only able to secure a week working in a shop;
- Removing the duty would allow schools to be flexible in their provision for students who would genuinely benefit from WRL;
- Removing the duty would release some funds and resources that could be used to support independent careers advice.

## Summary of Consultation Responses

**1. The Government is seeking to remove the duty to provide every young person with Work-related learning at key stage 4. Do you think that work-related learning should be removed as a statutory duty?**

There were 567 responses to this question		
<i>Options</i>	<i>Responses</i>	
No	506	89%
Yes	52	9%
Not Sure	9	2%

There was strong opposition for the proposal set out in the consultation that the Government remove the duty to provide every young person with Work-related learning at key stage 4.

**2. Please let us have any comments.**

Many respondents took this opportunity to highlight their concerns at the proposal to remove the duty. Many pointed out that work-related learning provided a rich and broad experience of the world of work allowing young people to make better and more informed choices about their future. The following provides a summary.

203 (36%) respondents felt that WRL gave students grounding in the reality of work. They suggested that WRL was a great way for young people to experience the real world of work. They believed that it would show young people that the world of work was different from school and that experience of their preferred placement may highlight areas of the job they did not like. Respondents also noted that for many young people WRL was the first time that they had spent in a wholly adult environment and that this was a valuable learning experience. It was noted that some young people came from backgrounds where their parents have never worked and that WRL was important as a way of introducing them to the concept of work.

174 (31%) respondents felt that WRL helped students make informed decisions about their life and academic paths. They suggested the experience could motivate students to work harder because they may not want to end up doing the job they did on their placement. They believed that WRL could also reinforce their commitment to a particular career choice or show them that the career they thought they wanted was not for them. Respondents suggested that WRL could give relevance and context to schooling, could bring a subject to life and enabled young people to see the value of continuing to study certain subjects and was generally seen as a good motivator to encourage young people to study.

Throughout the consultation many respondents mentioned work experience alongside WRL. However, 153 (27%) respondents referred only to work experience in their comments. It was noted that 'Work-related learning' was 'aka Work experience'. Respondents quoted anecdotal evidence of their successful work placements or how work experience placements had enriched pupils' lives and led them to follow certain career paths, suggesting the government should retain work experience. Respondents commented that the Wolf Report and the consultation document used the terms work-related learning and work experience interchangeably and they did not believe they were the same.

149 (26%) of respondents felt that WRL addressed the skills young people would need in the world of work such as communication, leadership, using their initiative and working as part of a team. It was also suggested that being punctual, polite, enthusiastic and dressed appropriately were important to employers and that removing WRL would leave young people less well prepared for both interviews and employment. Respondents mentioned that giving young people these skills would make them more confident about entering the workplace.

142 (25%) respondents said that WRL gave young people the chance to understand the expectation an employer would have of them. It was also suggested that in these times of economic downturn it is more important to give young people every opportunity to make themselves employable and competitive.

113 (20%) suggested that the work experience part of WRL was valuable and most students enjoyed it. They believed that students gained confidence and were motivated by the experience. Respondents felt that following work

experience young people would be more informed about whether to follow their chosen career paths or not. A number of respondents suggested that young people had gained part time work or undertook voluntary work following their placement and this again added to their employability skills.

98 (17%) commented that WRL could ignite an interest in a particular career and this in turn could lead to improved academic performance. Respondents suggested that rather than reducing WRL, particularly for those young people who were disaffected, it should be increased to keep them, and all young people motivated.

90 (16%) respondents suggested that removing the statutory duty to WRL would mean many schools opting out of the provision altogether particularly if there was pressure on schools to manage their budget. There was concern that due to the cost and time taken to organise the work experience element of WRL that this could be the first casualty. Respondents again expressed their concern about this as they felt it was a valuable experience.

86 (15%) believed that removing the duty could lead to WRL becoming patchy or low quality. There was concern that unless the duty on all schools remained then it would become a 'postcode lottery' as to which schools prioritised it for their pupils or that a reduced amount of funding would lead to a lower quality provision for all pupils within a school. With regard to work experience, respondents were also concerned that schools could pick a small number of pupils who they felt would benefit the most, disadvantaging other pupils.

72 (13%) respondents said there was evidence that employers did not believe that young people had the necessary employment skills and respondents felt that this would become worse if the duty was removed. Respondents also stated that employers had suggested that while qualifications were important, basic employability skills were also important. It was noted that many young people were taught no first aid or health and safety skills, and left school sometimes lacking any common sense and this made them very resource-intensive in management time and training.

68 (12%) respondents said that WRL made young people more employable and competitive and that this was particularly important in what they saw as an increasingly difficult economic climate. Respondents suggested that good quality WRL, including targeted work experience with an employer, formed an essential part of developing employability skills and believed that government should ensure all young people benefited from this before they left full-time education.

64 (11%) Respondents suggested that in communities where there was a high welfare dependency young people may not have the opportunities or experiences to help them 'climb out' of their home situation. This was particularly relevant in areas where there was long standing unemployment and high levels of youth unemployment. Respondents again noted that for young people who had no adult role models in their lives, it was very important that they engaged in the "real world of work" prior to them taking

their GCSEs as they felt that work experience engaged and motivated them to achieve more. Respondents said that many students did not have parents who worked so it was essential that they had the opportunity to learn about work ethics prior to them reaching 16 years old.

58 (10%) respondents suggested that the duty to provide WRL should remain but alternative models of provision should be considered. Respondents suggested that:

‘the key stage 4 duty on schools to provide work based learning should continue but should be slimmed down from the current bureaucratic framework so that schools have greater flexibility in how they deliver and target work-related learning’ - *School representative*.

‘we should appraise the many options for young people to access a range of work-related learning opportunities but maintain that they will get strategic, high quality and relevant experience delivered in collaboration with employers and utilising the expertise of a range of brokers’ - *Local Authority representative*.

‘the removal of statutory duty on schools to deliver work-related learning (WRL) would ultimately have a negative impact on young people’s learning. We therefore believe that the statutory duty to deliver WRL to 14 to 16 year olds should not only be retained but that there is even a need to consider a number of actions to strengthen understanding of WRL’ - *Local Authority representative*.

‘the current approach in delivering work-related learning is clearly not preparing young people for the world of work in the most, but I would not advocate work placed learning be removed from the curriculum. I would like to see work place learning retained but in a different form to that currently taught.’ - *Business representative*

‘the statutory duty needed to be strengthened and could become an integral part of Ofsted inspections to ensure that the employability skills of young people were improved’ – *Member of the public*

## Next Steps

The Government has decided to proceed with removing the duty on schools to provide every young person with WRL at key stage 4 with effect from 1 September 2012. The change requires an amendment to primary legislation (the Education Act 2002).

## Organisations responding to the Consultation

<b>Organisation</b>
Adams, Jacqui (University of Portsmouth)
Adlam, Joanne (Bristol City Council)
Advisory Council for the Education of Romany and other Travellers, The (Brian Foster)
Alam-Lloyd, Chemin (King's Oak Academy)
Ali, Rouna (Preston Manor School)
Allen, Merlin (MJA Pro-Eng Services)
Al-Zamily, Anita (Filton College)
Andrews, Amelia (Cowplain Community School)
Andrews, David
Anonymous (47 responses)
Ansell, Rusty (FE/LA)
Anson Care Services (M A Anson)
Appleyard, Patrick (Hull and East Yorkshire Hospitals NHS Trust)
Armitage, Simon
Arnold, Julie (University of Hull)
ASDAN (Brian Hobbs)
Asquith, Lynn
Association for Careers Education and Guidance, The (Vince Barrett)
Association of Christian Teachers, The (Robert Hall)
Association of Colleges (Debbie Ribchester)
Association of Directors of Children's Services (Rebecca Godar)
Bailes, Martin
Baldwin, Bev
Barber, Julie
Barnard, Trudi
Barnet Education Business Partnership (Paul Cinnamon)
Barrett, Rachel
Barry, Tanya

Basingstoke Consortium (Sue Riley)
Basingstoke Service Centre (Sandra O'Reilly)
Bastian, Rachael (Penryn College)
Battams, Clare (Brookfield Community School)
Baxendale, Kelly (Positive Steps Oldham)
Be Together (Mary B McGrath)
Beckett, Chris
Beever, Linda (C&K Careers)
Belcher, Charles (Newham Education Business Partnership)
Benbow, M
Bendy, Angela
Bennett, Tracy (EBSI)
Bennett, Karen
Bergin, Vicki (Calderdale College)
Berner, Elizabeth (Old Palace of John Whitgift School)
Best, Lee (GAME Group Plc)
Birmingham City Council (Peter Brammall)
Birt, Nick (Member of Public)
Bitterne Park School (Andrew Sheridan)
Blackfriars and Coppice Federation (Jackie Onions)
Bolton, Gillian
Bonnett, Sally-Anne (John Taylor High School)
Boots UK (Stephen Banks)
Bournemouth & Poole Local Authorities 14-19 Team (Caroline Foster)
Bowles, Lisa
Bradford Kickstart (Zahra Niazi)
Bragg, Caroline (East Sussex County Council)
Brennan, Diane (DiBrennan Consultancy)
Brimsham Green School (Maria Filer)
Bristol Cathedral Choir School (Lawrence Evans)
British Association for Supported Employment (Huw Davies)
Brook, Paul



Brown, Stewart Ross
Brown, Alison
Brown, Joanne (Ruislip High School)
Brown, Susan (Secondary School)
Bryant, Amanda (Cornwall Learning)
Buckinghamshire Education Business Partnership (Frances Kerner)
Budehaven Community School (Simon Cotton)
Bulwell Academy (Alison Bingham)
Burke, Philip (Bolton Lads & Girls Club)
Burns, Anne
Burntwood School (C Brookes)
Burt, Gary (EnterpriseMouchel)
Business in the Community (Peter Lambert)
Business in the Community (Caroline Wynn-Davies)
Business in the Community (Katy Neep)
Business Navigators Ltd (David John Wych)
Cahill-Jones, Tom
Calderdale & Kirklees Careers Ltd (Gerald Hey)
Calderdale and Kirklees Careers (Urfan Faqir)
Calderdale Metropolitan Borough Council (Annabel MacGregor)
Cardy, Lynne (DEBP)
Career Academies UK (James Mills)
Carefree (Mari Eggins)
Cargill, Mike (Humberside Engineering Training Association)
Carpenter, Melanie (Cornwall Learning)
Cash, Caroline (ICE Business Improvements Ltd)
Castle Vale Performing Arts College (Garry Flatres)
Castlechurch PS (Jonathan Jones)
CATCH (Alan Buckley)
CBI (James Forthergill)
CEI, University of Warwick (Trisha Fettes)
CfBT Education Trust (Sue Overy)

Chambers, Hannah-Jane (Humphry Davy School)
Chandler, Sharon (John Taylor High School)
Chaplin, Terence (Terry Chaplin FCCA Business Consultant)
Chapman, Michelle (Nottingham Trent University)
Cheadle Academy, The (Pam Clulow)
Chipping Sodbury School (Kate Rowlands)
CITB-Construction Skills (Janette Welton-Pai)
City of York Council (John Thompson)
Clark, Gary
Cleeve Park School (Jeremy Hodkinson)
Coates, Michelle (East Riding of Yorkshire Council)
Coghill, David (South Staffordshire Council)
Collins, Steven (C&K Careers)
Collinson, Jane
Communique Advertising Ltd (Simon Wright)
Community College, The (Beverley Davies)
Cooper-Lewis, Kay
Cornwall Education Business Partnership (Keith Hambly-Staite)
Cornwall Learning (Teresa Brown)
Cosco, Lorenzo (Walsall Education Business Partnership)
Cosslette, Graham
Cotelands Pupil Referral Unit (Jenny Adamson)
Coulston, Paul
Countec EBP (Tom Bulman)
Critchell, Kara
Critchell, Carol
Croydon Education Business Partnership (Tony Slonecki)
Curtis, Simon (Cowplain Community School)
CXK Limited (Diane Croskerry)
Dale, Melissa
Davies, Lee (Education Business Solutions Ltd)
Davies, Rhod (Retired Businessman)

Davies, Sarah (Ellen Wilkinson School for Girls)
Davies, Dorothy (ex Newstead Wood School, BR6 9SA (21 years Careers Coordinator))
Day, Trevor
Dean, James
Deegan, Rita
Demarco, Robert (John Taylor High School)
Derbyshire and Nottinghamshire Chamber of Commerce (John Dowson)
Derbyshire County Council (Andrew Marsh)
Develop EBP (Carolyn O'Donnell)
Devon Education Business Partnership (Deborah Waddell)
Dewis, Claire (Parent)
Dickson, Gwen
Dodds, Darush (Esh Group)
Donaldson, Graham
Driver, Andy
Drury, Lee (Drury Joinery Services)
East of England Work Experience Network (Simon Raven)
EBP (James Shannon)
Edge Foundation (Nicolas Heslop)
Education (Julie Berry)
Education Business Partnership Ltd (Jacquie Jones)
Edwards, Clifford (Brook Green Centre For Learning)
Edwards, Lisa
Elgar, Adam (Freelance)
Ellis, Natalie (Connexions Bucks)
Ellis, Christine
Enfield Education Business Partnership (Peter O'Brien)
Entwistle, Karen (Connexions Cheshire & Warrington)
Essex County Council (Kath Wright)
Ethos PRU (Carol Chaider)
Evans, Ashley (Councillor)
Event Cornwall Ltd (Claire Eason-Bassett)

Farmer, Fiona (Toot Hill School)
Farnsworth, Deborah
FASNA (Foundation, Aided Schools and Academies National Association) (Tom Clark)
Federation of Small Businesses (David Pollard)
Fielder, Justin
Fisher, Anne
Fitzgerald, Anthony (Newstead Wood School)
Foad, Allan (Retired)
Forest Education Business Partnership (Andy Robertson)
Forrest, Gary
Forum of Private Business (Phil Orford)
Foster, Simon
Galligan, John (Services to Schools, Brent Council)
Galloway, Lindi (Brighton and Hove Children and Young People's Trust)
George, Russell (Stopsley High School)
Gerrish, Ken (Honeywell)
Gill, Christopher
Ginsters (Chris Schaffer)
Gledhill, Carole
Goode, Sharron (Herefordshire Council)
Gordano School (Rod Bell)
Gowers, Roslyn (Oaktree Co-Operative, Independent Education Welfare Consultancy)
Great Sankey High School (Ruth Anders)
Greenland, Jenny
Greenwood, John (Spen Valley Sports College)
Gregory, Esther (Robert Bruce Middle School)
Griffiths, Michael (Samworth Church Academy, The)
Grigsby Blackburn, Laura (Sefton Education Business Partnership)
Haigh, Alison (Secondary School)
Haines, Helen (Oxfordshire County Council)
Hall, Andrew (Riverside School)

Hall, Linda
Hambly, Sheron
Hamdan, Cendian
Hameed, Deborah (Responding as a private individual)
Hanne, Sharon
Harker, Russ (C&K Training)
Harris, Lloyd (Kingswood Partnership, The)
Harrow Council (Patrick O'Dwyer)
Hartley, Sarah (Action For Children)
Harvey, Karen (Cornwall Council)
Hatherly, Michael (Oxfordshire County Council)
HCS Careers Ltd (David Ritchie)
Helston Community College (Sahar Fatayer)
Hennessy, Tina (Portsmouth & SE Hants Education Business Partnership)
Henser, Ian
Heyes, Ruth
Hickie, Desmond
Hickman, Alice (University of Portsmouth)
Higgs, Sandra (Oxfordshire County Council)
High School (Aiden Sutherland)
Highworth Warneford School (Jonathan Driver)
Holmes, Sally (Kirklees LEA)
Holmes, Laurie (Colchester RGS)
Horner, Sally
Hounsell, Christine (Chris Hounsell Associates Ltd)
Hounslow Education Business Partnership (Philip Miller)
Howe, Jane (University of Portsmouth)
Howells, Rebecca (EBSI)
Howitt, Lynne
Hubbard, Becci (Nottingham Trent University)
Hudson, Sara
Hughes, Abigail (St Mary's RC High School)

Hull Collegiate School (Dawn Heads)
Humber EBP (Sandra Cooper)
Humphreys, Amanda
Hutchinson, Mike (School Governor)
ifs School of Finance (Anthony Lapsley)
InspireEducation (Laura-Jane Rawlings)
Institute for Education Business Excellence (David Harbourne)
Intercog Ltd (Mike Grocott)
IT@Spectrum Limited (Ken Sturdy)
Jackson, Pippa (Ravenswood School)
Jenkins, Julia (Ranelagh School)
Jenkinson, Tracie (Frederick Gent School)
Jennings, Andrew (Sefton Education Business Partnership)
John of Gaunt School, The (Elaine Baldwin)
John Taylor High School (Susan Moss)
johnarudkin.net (John Rudkin)
Johns, Anthony (Simulus Education Services Ltd)
Johnson, Sarah
Johnson, Esther (Nottingham Trent University)
Jones, Karen (Fort Hill Community School)
Jones, Katherine (Calderdale and Kirklees Careers)
Jones, Belinda
Jones, Stephanie
Jowett, Siobhan
Keal, Cheryl (University of Portsmouth)
Kelly-Smith, R (Carshalton High School for Girls)
Kent County Council (Mark Styles)
Kime, Nicole (n/a)
King, Ian (F Ball and Co Limited)
Kingsbridge Community College (Paul Brooks)
Kingston upon Thames (Ann Cain)
Kingstone High School (Keith Crawford)

Kinsey, Andrew
Knight, Amanda (Crofton School)
KTS Training (2002) Ltd (Jill Taylor)
Ladd, Catherine
Lambeth CYPS (Farquhar McKay)
Lamont, John
Law, Terry (King Edward Vi Camp Hill Boys)
Lawrence, Steve (Hornsea School and Language College)
Lawrie, David
Learning for Life Partnership (Emma Beal)
Learning Trust, The (Caroline Newte Hardie)
Leeds City Council (Catherine Liddle)
Leeds City Council on behalf of 11-19 (25) Learning and Support Partnership (Catherine Liddle)
Leiston Community High School (Jill Douglass)
Lewis, Vivien
Lewis, Suzanne (EBP)
Lewisham 14-19 Partnership (Ruth Griffiths)
Life Change UK (Trevor Philpott)
Lincolnshire County Council (Lynn Smith)
Lindsey, Sarah
Linkage College (Matthew Orford)
Litherland High School (Juliet Coley)
Local Authority (Sue Turley)
Lomas, Jane
London Borough of Bexley (Felicity Carne)
London Councils (Yolande Burgess)
Longhurst, Anne
Lovell Partnerships Ltd (Bruce Boughton)
Lowe, Steve (Kingsdown School)
Loxley Hall School (Michael Snowden)
Lucas, Ros
Luke, Stephanie

Lusardi, Julian (Kirklees MC)
Luton Borough Council (Cathy Sanderson)
Maghull High School (Mark Anderson)
Masterton, Leanne
Mattacott, Helen (Beacon Peninsula Ltd)
Mattey, Rachael (Isambard Community School)
McCoughlan, Lisa (Cornwall Council)
McGibbon, Yvonne
McLachlan, Ian (Cornwall Learning)
Mclean, Kerry
McPartland, Sandra
Meacham, Kevin
Meade, Jill
Melton, Keith
Memery, James
Metson Scott, Stephanie (Nottingham Trent University)
Midland Training Centre Limited (Keith Hall)
Milestone Specail school (Janine Smith)
Miller, Claire
Millward, Pauline (Walsall Education Business Partnership)
Miners, Sally (Helston Community College)
Mitchell, Margaret (Grange School Sports College)
Morewood, John (HSBC)
Morson, Michelle
MPAD (Mark Picken)
Myddelton & Major (Dean Speer)
NAHT (Sion Humphreys)
National Foundation for Educational Research (David Sims)
Neville, Lisa (Cornwall Learning)
Newquay Tretherras School (Tommy Matthews)
Nortech Services Ltd (AC Cosgrove)
North Halifax Grammar School (Nic Howarth)



North West Education Business Partnerships (Martin Foulkes)
Northampton School for Boys (Michael Griffiths)
Northgate High School (Claire Gray)
Northumberland County Council (Margaret Frostick)
Norton, Steve (Limited Company)
Nottingham and Nottinghamshire Futures (Matt Smart)
NSEGTA (Paul Williams)
NYBEP Ltd (Sue Gradwell)
O'Brien, Nicola (Nottingham Trent University)
OCR (Oxford Cambridge RSA Examinations) (John Brenchley)
Ofsted (Paul Harrison)
O'Melia, Janet
O'Neill, Mike (Action Trophies Ltd)
Oxfordshire County Council, Schools Forum (Nick Baggett)
Page, Keith
Palmer, Ann
Parkstone Grammar (Lynne Kelly)
Parmenter, Luke (Nottingham Trent University)
Partners in Innovation Ltd (David Ross)
Paterson-Choudhary, Fiona
Perkes, Natalie
Personal Finance Education Group (PFEG) (Celia Allaby)
PFA Research Ltd (Robert Rush)
Philpott, Samantha
Piper, Rachel
Pizzoni, Vince (Preng & Associates)
Poole Borough Council (Luke Edie)
Portsmouth and South East Hampshire Education Business Partnership (Cath Longhurst)
Poulton, Barry (East Yorkshire Council)
Price, Melanie (Castle School, The)
Pritchett, Nicola (Ely College)
Progress - Employment Support (Deborah Parker)

Pryor, Leanne (Calderdale and Kirklees Careers)
Puffins of Exeter (Gillian Fawcett)
Quimby, Dianne (11-18 Comprehensive)
Raine, Marian
Rattue, Lesley
Rayatt, Jasbinder (Red Hot Cuisine)
RC Secondary School (Claire Drouyer)
Reason, Linda (Prospects Services Ltd)
Reskelly, Dave
Reynolds, Jane (Patent)
Reynolds, Katherine
Richards, Jean
Richards, Dave (Nottingham Trent University)
Rivett, J (Pool Hayes Arts and Community School)
Roberts, Tim (Education Business Links)
Roberts, Charmian
Robinson, Joel
Robinson, Ron (my-work-experience.com)
Roper, Helen (11-19 Team, Somerset County Council)
Rose, Helen
Rose, David
Roseland Community College, The (James Davidson)
Rowe, David
Royal Society for the Prevention of Accidents (Cassius Francis)
RWE npower (Liz Clutton)
Savage, Charlotte
Saynor, Ian (EBP)
Scholefield, Lyndsey (Spen Valley SC)
Schoolgirl Mums Unit (Shelley Hodgson)
Schoolgirl Mums Unit (Julie Stamper)
Scott, Barrie (Academy)
Seaman, K

Seethal, Ashreen (Education Business Futures)
Sefton EBP (Gillian Ditchburn)
Sewell Group (Mark Boothby)
Shackel, Francesca (Rawlins Community College)
Shalloe, Joanne (Walsall EBP)
Shaw, Amanda (St Hilda's C of E High School)
Sheridan, Susan
Shipperley, Julie
Sir Harold Hillier Gardens (Carla Thomas-Buffin)
Sir Thomas Wharton Community College (Kevin Grum)
Sixth Form College (Tim Eyton-Jones)
Smith, Sarah (Parent)
Smith, Mary-Kate
Smith, Jacqui (South Downs College)
Smith, David (Education Development)
Snuggs, Terry (Hampshire County Council)
Solent EBP (Angela Wright)
Solent EBP (Wendy Miller)
Solly, Richard
South Staffordshire College (Mark Robertson)
South Tyneside Manufacturing Forum (Moira Shaftoe)
Southwark Education Business Alliance (Chris Ace)
Springfield School (John Lomas)
Squance, Vince (Secondary School)
St Laurence School (Sue Cooper)
Staffordshire County Council (Darren Willetts)
Staffordshire Partnership (Sally Smith)
Staffordshire Partnership (Pete Walthorne)
Staffordshire Partnership (Shan Jones)
Steele, Karen (Gt Sankey High School)
Stephens, Gavin (Cornwall Council - Cornwall Learning Education Business Partnership)
Stockton-on-Tees 14-19 Partnership (Martin Clinton)

Suffolk County Council (K Ridealgh)
Summerhill School (Philippa Pegg)
Sutton Chamber of Commerce Ltd (Paul Cawthorne)
Talbot, Paul
Tart, Barry
Taylor, Linda (Portsmouth City Council)
Teign School (Martin Griggs)
Telford and Wrekin Council (Sue Marston)
Thair, Nina (Oriol High School)
Thames Valley Berkshire LEP (David Gillham)
Thomson, Magali (Marks Barfield Architects)
Thorpe, Jennie (Grange School)
Tomlinson, Steve (Hull City Council)
Tooth, David
Torbay Council (Liz Porter)
Tournay-Godfrey, Craig (High School)
Tower Hamlets EBP (Helen Sanson)
Tower Hamlets EBP (Mike Tyler)
TREES Group, The (Howard Platts)
Triffitt, Rowan (Nottingham Trent University)
Trout, Wendy (Balby Carr Community Sports and Science College)
Tysoe, Debbie
UK Youth Parliament - Buckinghamshire (Leon Man)
Via Partnership, The (Kay Vaughan)
Vickers, Sandra (Madeley High School)
Vitacress Salads (Mike Rushworth)
Vyners School (H Malhi)
Wagstaff, Katrina
Walker, Yvonne
Ward, Chris ( <a href="http://www.awardhealthandsafety.co.uk">www.awardhealthandsafety.co.uk</a> )
Warren, Lee
Warrington Association of School and College leaders (Jacky Forster)

Warwickshire County Council (Torin Spence)
Watson, Michael
Webb, Kelly
Wedral, Zlatko (NCC Children Services)
West, Adam
Wheatcroft, Jodeine (Nottingham Trent University)
Whetter, Kate (Cornwall Learning Education Business Partnership)
White, Sue (Durham Education Business Partnership)
White, Hayley (Kingsdown School)
Wilkinson, Jill
Wilson, Gavin
Wilson, Monica (University of Oxford)
Winter, Jon (S&B Automotive Academy)
Wintersgill, John (Spenn Valley Sports College)
Winton Arts & Media College (Nadine Lapskas)
Wirral Council 14-19 Partnership Team (Gareth Jones)
Wolverhampton City Council (Tony O'Callaghan)
Wood, Charlotte
Wood, David (Private Individual)
Wood, Debra (Rose Bridge High School)
Wood, Katie (Stoke on Trent Local Authority)
Woodhead, Linda (EBP)
Wormald, Rachel (University of Huddersfield)
Wote St Employment Bureau (Maxine Hart)
Wright, Fran
YES - Youth Enterprise Services (Jane Walton)
Young, Cherryll (School)
Young, Nicola
Young Enterprise (Paul Was)