



# BYRCHALL HIGH SCHOOL

## Enterprise Policy

Byrchall High School is committed to meeting the statutory requirements for Careers, Work Related Learning and Enterprise and in doing so ensuring that students make an effective transition between school to adulthood and employment. We offer our pupils the opportunity to help others and grow through the curriculum, extra-curricular activities and by giving them the opportunity to participate in a variety of Careers, WRL and Enterprise activities. In doing so we are encouraging them to become better citizens and to contribute effectively to the life of the school and community.

The Davies review suggests that in the development of young people, Enterprise capability, Financial literacy and Economic and Business understanding should take place in a range of curriculum programs, containing one or more of these three stands of activity:

- **Learning through work:** by direct experience for example, placements in the community, work experience, part-time jobs, school enterprise activities, vocational contexts in subject learning
- **Learning about work:** for example, vocational courses and careers education
- **Learning for work:** for example, by developing employer-valued key skills and career management skills through mock interviews and work simulations.

### Enterprise Learning Outcomes

The following learning outcomes have been identified as the key ones for schools to focus on within the three strands of enterprise education:

Area	Knowledge and Understanding	Enterprise skills	Enterprise Attributes
<b>Enterprise capability</b>	E.g. organisation, innovation, risk, team work, managing change and personal effectiveness.	E.g. decision-making, thinking and learning skills, design and make skills, leadership, managing risk, selling, team working and key skills.	E.g. self-reliance, 'can do' approach, responsibility, ambition, open-mindedness, respect for evidence, pragmatism, commitment.
<b>Financial capability</b>	E.g. money, credit, investment, costing projects, personal finance and insurance.	E.g. budgeting, financial planning, personal risk management.	E.g. take responsibility for the impact of financial decisions.
<b>Economic and Business understanding</b>	E.g. market, competition, price, efficiency, economic growth, organisation of business, world of work.	E.g. decision making, judgements, investigate simple hypotheses.	E.g. take an interest in economics, resources, role of business and its responsibilities.

The aims of Enterprise in Education within Byrchall High school are as follows:

- To ensure all pupils have the opportunity to participate in at least one enterprise event in every year of their school life.
- To ensure pupils develop core skills associated with Enterprise in Education both through the curriculum and specific enterprise events.
- To promote an integrated approach to Enterprise in Education, encouraging both cross curricular links and local business and community involvement.
- To reinforce existing support from appropriate local authority such as Careers service.
- To develop the capability in pupils for active and responsible citizenship via the schools CASP programme

The programme of work-related learning activities provided by the school will aim to:

- Enable all students to learn through work, about work and for work
- Enhance the curriculum by adding vocational relevance and interest
- Support the developments taking place at 14 - 19 and the impact that these will have on Key Stage 3
- Raise standards of achievement , self-esteem and confidence
- Develop quality links with employers.
- Equip students with the key skills, attitudes and qualities necessary to make a successful progression to adult and working life
- Re-motivate targeted groups of students who can benefit from the flexibility at Key Stage 4 which allows for more opportunities for work-related learning
- Ensure the benefits and experiences gained from work-related learning are valued, assessed, reported on and accredited, where appropriate

**Objectives:** To deliver the key elements identified in the national QCA Work Related Framework requirement, students will:

- Recognise, develop and apply skills for enterprise and employability
- Use their experience of work, including part-time jobs, to extend their understanding of work
- Examine the way business enterprises operate, working roles and conditions, and rights and responsibilities in the work place
- Evaluate the extent and diversity of local and national employment opportunities
- Relate their own abilities, attributes and achievements to career intentions and make informed choices based on an evaluation of the alternatives
- Undertake challenges, tasks and activities set in work contexts
- Engage with personnel from different employment sectors
- Have experience (direct or indirect) of working practices and environments
- Engage with ideas, challenges and applications from the business world
- In addition deliver the outcomes in the Davies Review definition of Enterprise Learning

**The benefits for students are seen to be:**

- Developing employability.
- Helping to prepare them for life in the increasingly complex and changing world of work.
- Improving motivation by helping students see how their school-work relates to the world of work.
- Preparing for further education and training.
- Helping to make informed decisions about courses and careers.

The impact of enterprise education on Economic Well-Being

- Developing the skills for future employment as part of work-related learning
- Developing the skills, understanding and attributes that young people need as consumers, producers and citizens

The impact of enterprise education on Achieving & Enjoying

- Better teaching & learning
- Increased student motivation
- Enjoyment

The impact of enterprise education on making a Positive Contribution

- Business start up
- Social enterprise projects

**Making it Happen:** This statement sets out the commitment from the school to:

- Develop and promote a whole school approach to work-related learning – via CASP lessons, mock interviews and Preparation for Working life qualification.
- Deliver the statutory Work Related Requirement at key Stage 4 – via CASP lessons
- Deliver an entitlement of about 5 days of enterprise learning for all students at KS4 – such activities to be embedded both within the curriculum and via Ethos Day activities and external Enterprise competitions/in house Enterprise clubs. (Some students will receive more than this depending upon option subjects)
- Ensure adequate resources are allocated to this aspect of the curriculum

**Activities will be delivered through:**

- Subjects
- Year group – form activities
- CASP lessons
- National Enterprise Week
- Extra-Curricular activities
- Off timetable events
- Enterprise club
- BTEC and GCSE Business Studies
- Preparation for Working life qualification
- Work based learning for Vocational KS4 courses.

We will enable students at Byrchall to achieve the above outcomes through a variety of learning experiences. Students will;

- Plan / organise activities
- Make choices and decisions (risk management)
- Work in teams
- Take individual responsibilities in achieving outcomes
- Work on a real life challenge or problem solving issue
- Take part in school based, local and national competitions

We will achieve these outcomes through working with our community partners with teachers acting as a facilitator for student enterprise learning. We will also run a whole school Enterprise Ethos days every year and enterprise activities will be identified in schemes of work for subjects as every faculty will deliver Enterprise Education in its curriculum. Success will be shared and celebrated through certificates and the Enterprise “Wall of Fame” located in the Gerard building.

**Programmes Will Include:**

- **Enterprise programmes:** These programmes will, where possible, be included for all students in the KS4 cohort. Examples include challenge events, mini businesses, team building and problem solving activities conducted in collapsed timetable days provided and support by external organisations. Previous examples include participation in the Young Enterprise Company Programme scheme at KS4. Due to student demand a KS3 Enterprise club will be launched in Autumn 2014.
- **Career lessons and interviews:** The developments taking place within the 14 to 19 agenda, this area of work is included for students in KS3 as well as those in KS4. Examples include identifying appropriate career

opportunities, preparation and application for jobs, undertaking an interview and taking the role of an interviewer. Via CASP lessons KS4 students are provided with the opportunity to achieve a qualification in Preparation for working life worth half of a GCSE.

- **Curriculum assignments / projects:** Careers, WRL and Enterprise Education will enhance and can form part of the course for a range of subjects at KS3 and KS4, not just for vocational subjects but also for small parts of the more traditional subjects. Visits to industry should be monitored, recorded and used in coursework.
- **Staff Development:** Staff should be encouraged to build external links bringing another dimension to the classroom with consideration of Teacher / Business Mentor relationships to aid personal development. Such links are logged by NMV to aid planning of the annual Careers fair and Mock Interview day.
- **Partnerships:** Partnerships with external providers and other schools should be encouraged to facilitate the learning experiences of the students, the personal development of staff and delivering the best value for money. Collaborative partnerships are in place between:
  - St Thomas' Church
  - Abtec computers
  - Edgehill university
  - Winstanley College
  - Papworth Trust
  - Barclays Bank
  - Wigan Athletic

#### Management and Co-ordination

Staff	Job Role	SLT link
Mrs K McGuire	Head of Business Studies/ Enterprise	Mrs A Finch
Mrs N McVeigh	Head of Careers/WRL	
Mr G Rowland	CASP Co-ordinator	

#### Annual Planning

The annual plan will

- Be linked with the School's Annual Plan
- Provide an action plan for the delivery of the key elements of Careers, WRL and Enterprise.
- Provide an action plan for the delivery of the key elements identified in this policy statement and the Enterprise Education Requirement
- Indicate how all students will have the opportunity to access WRL, Careers and Enterprise
- Identify the personnel and other resources required to deliver the plan

#### Developing the Curriculum

- KMM carries out a bi-annual audit via HOD's of the current provision for Enterprise across the curriculum to identify the extent of embedded cross curricular activity. These activities are recorded in the schools Enterprise Tracker which can be accessed via the Staff only shared drive.
- KMM, NMV, GR need to meet to discuss progress and issues within Careers/WRL/Enterprise/CASP. Matters that arise will be shared with AF during line management meetings.

#### Legal Requirements

The School will ensure that it meets the legal requirements in respect of the curriculum provision and especially with regard to off-site provision taking due account of Health & Safety. Many vocational courses now require students to participate in work based placements.

#### Monitoring, Evaluation and Review

- The overall programmes will be reviewed and monitored on a regular basis.
- Events involving outside links will be evaluated and reported on as a matter of course to assess how effective they are in meeting learning outcomes. Self-evaluation and the monitoring of overall student progress should be undertaken within the guidelines of accepted best practice.
- Each department will carry out an Enterprise Audit annually and from this the Enterprise co-ordinator will be able to monitor Enterprise initiatives around the school. In light of this departments can request training and training will be put in place to ensure progress.
- Furthermore evidence from each department will be in the department's scheme of work and examples of work will be saved in the departments Enterprise file and Pupil Voice will be collected and evaluated every Challenge Day.

**Additional documents:** For further information please access:

- Schools Enterprise Policy Tracker (located on staff shared area)
- Enterprise evidence photo album (located in G2)
- Enterprise ideas inventor box (located in G2)
- WRL/Enterprise review report (Summer 2009)
- Enterprise student voice report (available from KMM)
- Barclays Money Hero's newspaper report (available from KMM)
- KS3 Enterprise club (products and company documentation)
- CASP resources/planning (available on VLE)