

Hornsea School & Language College



Enterprise Policy

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Date Created:	September 2009	
Approved by:	Headteacher: 15.06.17	Governing Body: 15.06.17
Last Reviewed:	Date: 09.06.2017	By: Suzanne Mason
Date of Next Review:	April 2018	

ENTERPRISE POLICY

Introduction

The enterprise requirement for Schools is to make provision for students to develop their enterprising knowledge, skills and attitudes through the strands of:

- Enterprise capability
- Financial capability
- Economic and business understanding (in KS4)

Hornsea School's aim is to develop the most appropriate provision to meet our students' needs as well as the statutory requirements, monitoring reviewing and updating as appropriate.

Enterprise

Enterprise is providing an enterprising learning environment in which students are encouraged to take initiative, they are given a chance to come up with ideas and think for themselves. The students need opportunities to be enterprising through applying for their knowledge, skills and attributes to make their mark.

For activities to be truly enterprising the teacher's role is that of a facilitator rather than a provider of information. The ownership is transferred away from the teacher to the student.

The skills, attributes and behaviours we wish to see our students display are:

Skills – problem solving, creativity, persuasiveness, planning, negotiating and decision making.

Attributes – self-confidence, independence, achievement orientated, versatility, dynamism and resourcefulness.

Behaviours – acting independently on own initiative actively seeking to achieve goals, flexibly responding to challenges, coping with and enjoy uncertainty, taking risky actions, solving problems and conflict creatively, seeking opportunities, showing a commitment to making things happen and persuading others.

Hornsea School's belief is that young people must be given the opportunity to develop skills and acquire knowledge that will enable them to take up their place in a rapidly changing and technological society that demands a highly skilled and adaptable workforce.

Enterprise is purposeful, active behaviour which can take place in a number of contexts. Enterprise is making things happen, having ideas and doing something about them, taking advantage of the opportunity and bringing about change.

We are committed to improving the quality of our current provision and working towards a whole school approach to provide a coherent programme of enterprise that will enable our students to be far better prepared for work and employability in the foreseeable future.

Enterprise Learning has an important contribution to make to the education of all our students in order for them to make an effective transition from the school to adulthood and employment. So that students are able to make this effective transition the school provides a wide range of opportunities for students to learn about, through and for work in a range of contexts, The school is moving towards clearly identified enterprise learning outcomes for all students together with a set of procedures for assessing individual pupil's progress.

Through Enterprise Learning the School aims to:

- Improve educational standard by using contexts which improve motivation and attainment for all students.
- Improve student's understanding of the world of work and its demands.
- Develop a wide range of high quality enterprise activities, courses and opportunities that will enable students to raise achievements and aspirations.
- Promote greater awareness and understanding for students about work, industry, the economy and the community.
- Encourage all curriculum areas to make links with the world of work.
- Improve the quality of enterprise provision and guidance.
- Increase access and choice for all students by promoting enterprise and vocational qualifications with students, parents and teachers.
- Improve the transition of students from school to adult and working life.

The School's Objectives

The key objectives for enterprise learning are:

- To raise levels of attainment through high quality enterprise learning for all students.
- To develop a range of opportunities which enhance and enrich the curriculum.
- To promote greater awareness for students about the world of work, the development of key skills and employability.
- To develop a range of appropriate and relevant activities which assist in raising all students' aspirations and achievement which are of the highest possible quality and are regularly monitored.
- To promote awareness and understanding of work, industry, the economy and community.
- To relate skills, attitudes, concepts and knowledge learned in School to applications in the wider world.
- To develop students' personal and social skills in relationships in a range of contexts.
- To provide students with informed and impartial guidance on the choices available for education training and employment as well as other interests.
- To improve employability through enterprise learning.
- To develop effective links with key partners – Post 16 education providers, business links, training providers, personal advisers, LA and Voluntary sector to enhance the curriculum offered.

Curriculum Provision

The range of activities the School is currently using in order to meet its objectives includes:

- Relevant vocational courses and qualifications via College links and training providers.
- Careers education and guidance
- Work experience
- Extended work placements in year 11
- Visits to employers
- Enterprise projects (year 7 and 10)
- Problem solving and insight into work activities
- PSHCE
- Enterprise days (Bright Futures year 10)
- Visits from Industry and Business
- Mock Interviews (Year 10)

Enterprise learning with the school enables each curriculum area to make a full contribution through:

- The development of schemes of work that recognise the importance of enterprise learning in preparing students for adult and working life.
- Ensuring that all students have access to some enterprise activities which are appropriate to their needs.
- The use of appropriate teaching and learning strategies thus enabling all students to access enterprise activities and meet their individual needs.
- The regular review of learning outcomes and assessment arrangements for all enterprise learning programmes and activities.
- Ensuring maximum understanding for students of the various aspects of enterprise learning to adult and working life.
- Ensuring continuity and progression in schemes of work so that all students can build on enterprise learning experience from previous levels.

Assessment, Recording and Accreditation of Enterprise

- Certificates and awards are issued for student participation in Work Experience and Interviews.
- All students who complete the Enterprise Activity Days receive a certificate.

Management of Enterprise Education

An enterprise coordinator is responsible for:

- The management and coordination of the various aspects of enterprise and learning.
- The range of activities in each key stage.
- How the effectiveness and benefits of enterprise learning activities are to be measured, monitored and evaluated.
- The assessment procedures and strategies for pupil evaluation of activities and learning outcomes.
- Ensuring appropriate channels of communication at senior management level, governing body, learning communities and key partners to develop effective practice.

Individual subject staff are responsible for:

- Ensuring that their schemes of work contribute to enterprise learning aims.
- Identifying appropriate learning outcomes, skills, attitudes, concepts, knowledge and the strategies to achieve them.
- Clarifying how the activities help progressions and learning about, for and through work.

Staff Development

The school provides a number of opportunities for staff to undertake relevant and appropriate professional development to support the teaching of work related learning and enterprise education.

Process of review and evaluation

The process of review and evaluation will take place on an annual basis with recommendations being made to SLT so the key areas for development can be incorporated into the School Development Plan with amendments and modification made to the policy as appropriate.

The effectiveness of the Enterprise Programme will be evaluated by:

- Feedback from students with analysis of responses
- Discussion with tutors who are delivering enterprise within PSHE.