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School Policy on Work Related Learning and Enterprise

Name of school: The Grange School

Date of Policy: 19th November 2009

Member(s) of staff Responsible: Miss W Cowton, Mrs N Higgins

Review Date: July 2012

Vision – Broad Aims

The Grange School is committed to providing range of WRL learning and enterprise activities to develop the whole student. Through various activities, the school aims to provide our students with the skills, attitudes and capabilities they will need in the future.

In line with national policy, the School aims to offer WRL and enterprise for KS4 students. This will involve developing curriculum activities and participating in extra-curricular events.

Work Related Learning is defined as 'planned activity that uses the context of work to develop knowledge, skills and understanding useful in work. It means learning about work and skills for work. It is done through the experience of work, through learning about work and learning about the skills for work'

There are three strands of Work Related Learning that can be identified:

Learning through work: by providing opportunities for students to learn from direct experiences, e.g. work experience, school enterprise activities

Learning about work: by providing opportunities for students to develop knowledge and understanding of work and enterprise e.g. through careers and vocational courses

Learning for work: by developing the key skills for enterprise and employability

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Enterprise education is defined as:

DCFS Definition of Enterprise

Enterprise capability is innovation, creativity, risk-management, risk taking and a 'can-do' attitude and the drive to make ideas happen. It is supported by:

Financial capability which is the ability to manage one's own finances and to become questioning and informed consumers of financial services; and

Business & economic understanding which is the ability to understand the business context and make informed choices between alternative uses of scarce resources.

The Grange School is committed to developing the whole student by providing them with a range of experiences, skills, knowledge and understanding they need to prepare themselves for life after school by encouraging them to create and maximise their opportunities.

Specific Aims and Learning Objectives

Through enterprise teaching and learning students will be encouraged to embrace the concepts outlined in the QCA Framework for WRL. All KS4 students will be offered the opportunity to participate in enterprise activities and within their work experience placements. They will be encouraged to:

Recognise, develop and apply skills for enterprise and employability.

Use their experience of work, including work experience and part-time jobs, to extend their understanding of work.

Learn about the way business enterprises operate, working roles and conditions, and rights and responsibilities in the work place.

Develop awareness of 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 understanding of the alternatives.

Undertake tasks and activities set in work contexts.

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Learn from contact 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.

How the Learning Objectives will be achieved

A series of focused Enterprise activities for KS4 students, eventually extending to KS3 where appropriate

Work experience opportunities for all students in Year 11.

Extended work experience and work-related learning opportunities for all students for whom it is practicable.

The aim is to offer

Enterprise learning opportunities within the curriculum and in extra-curricular activities where possible.

Planned links with Industrial mentors and local businesses.

Liaison with external agencies to look at helping staff to develop enterprise activities within specific subject areas.

How Entitlement will be ensured

WRL will eventually be embedded within the curriculum, which enhances the overall curriculum by adding relevance and interest.

All KS4 students should be offered a minimum of five days Enterprise learning, as statute requires, although this may consist of a number of smaller-timed activities as well as an "Enterprise Day".

Targeted KS3 and KS4 students will be offered the chance to participate in extra enterprise activities both in and out of school.

How Learning will be Assessed (and/or accredited)

Promote the recording of achievement on work experience in diaries.

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Encourage both students and tutors to review and note appropriate activities.

Connexions interviews for all year 11's will result in individual action plans.

Staff and students will be asked to complete enterprise learning outcome surveys to assess skills development during specific activities, notably "Enterprise Day" activities.

How Provision will be Managed/coordinated

Two identified co-ordinators of WRL and Enterprise have been appointed – Miss W Cowton and Mrs N Higgins

SMT are involved in the management and reviewing of both enterprise and WRL

Key Roles and Responsibilities for Staff Involved

Teaching Staff

Responsible for reviewing their planning to ensure opportunities for Enterprise/WRL are made – guidance will be given after a further audit.

Staff Access to Professional Development

Staff development has included an introduction to enterprise and why it is important. This will also focus on how to identify enterprising opportunities within the curriculum and how to develop it.

It is hoped that Staff will have access to professional development and training opportunities, through external training courses to further develop their skills and knowledge.

How Provision will be Funded and Resourced

Enterprise monies via specific funding will be used to source enterprise activity.

How Business Links will be Developed, Coordinated and Maintained

To develop and enhance existing links with local businesses and the community.

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The Enterprise Adviser Service will be involved in initiating and developing business links with relevant subject staff.

To ensure effective community relations with all companies and partners.

How Learners will be able to access to impartial information and Guidance about programmes/options etc.

The school works closely with Shropshire Youth to ensure that students receive the information and guidance they require to make informed career choices. The school is committed to providing impartial advice and guidance to students. All students are offered the opportunity to meet with a range of external representatives of post-16 options.

How Provision will be monitored and evaluated

Reflecting, reviewing and evaluating is integral part of school monitoring, which will also be applied to enterprise education in the near future.

Assessing relevance of specific enterprise activities in terms of progress made by students.

A school audit will be carried out to monitor existing progress, this will then be reviewed and an action plan will be put in place.

Work Related Learning

Rationale and Purpose

WRL is an important part of preparing students for adult life. It helps them to see the relevance of education to their future lives and develop their employability. WRL provides the connection between learning and earning.

Other related aspects include understanding how the economy works; financial competence; the role of business and financial services and improved knowledge of the labour market and employers' needs.

WRL has been described as being linked to CEG but wider in scope than CEG and work experience. All staff can contribute to WRL through curriculum activities and other areas.

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Definition

WRL is defined as planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including:

- Learning through the experience of work
- Learning about work and working practices
- Learning the skills for work

Framework for WRL at KS4

QCA's guidance recommends nine elements of provision to enable all students to:

1. Recognise, develop and apply their skills for enterprise and employability.
2. Use their experience of work to extend their understanding of work.
3. Learn about the way business enterprise operates, working roles and conditions, and rights and responsibilities in the workplace.
4. Develop awareness of the extent and diversity of local and national employment activities.
5. Relate their own abilities, attributes and achievements to career intentions and make informed choices based on an understanding of the alternatives.
6. Undertake tasks and activities set in work contexts.
7. Learn from contact with personnel from different employment sectors.
8. Have experience of working practices and environments.
9. Engage with ideas, challenges and applications from the business world.

Enterprise Education

Enterprise education consists of enterprise capability, supported by financial capability and economic and business understanding. Enterprise capability can be defined as: innovation, creativity, risk-

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management and risk-taking, a “can-do” attitude and the drive to make things happen.

There are clear links between WRL and enterprise education; enterprise capability, in particular, should be strategically linked as a key overall outcome of WRL.

1. WRL taking place directly through:
 - Specific PSHE modules
 - Work experience
 - CEG and overall IAG aspects
 - Vocation Hairdressing course (option choice subject)
 - Vehicle maintenance course (option choice subject)

2. Enterprise Education taking place directly through:
 - Enterprise Day
 - Work experience

3. Although many subject areas contribute to WRL and enterprise, this is done indirectly and is not always linked to the specific aims of the two areas. As such an updated audit of WRL will take place to provide a more detailed look at where good practice is occurring and where changes may have to be made.

Signed...I Walshaw..... on behalf of the Governing Body

Date...17.11.11.....

Signed...J M Thomas..... on behalf of the School

Date...17.11.11.....