

## Warrington Collegiate

### Enterprise and Work-Related Learning Policy

#### **1. RATIONALE:**

This statement indicates the commitment of Warrington Collegiate, and The Warrington Business School, to developing and promoting a cross-college approach to enterprise and work-related learning.

#### **Vision:**

**“Here at Warrington Collegiate we aim to provide all of our students with positive learning experiences that will help to develop the skills and attributes they need to progress into higher education, further training or into the workplace.”**

Enterprise learning strongly encourages the development of those vital skills such as problem-solving ability, teamwork and flexibility and our primary aim is to ensure that every student is given the opportunities to fulfil their potential.

We strongly believe that enterprise enriches and extends learning by:

- Giving students more autonomy to make decisions
- Providing a wide variety of work-related learning pathways
- Encouraging our students to engage in real issues that will equip them with transferable skills for lifelong learning.

Warrington Collegiate are active participants in a learning society which endeavours to work with a variety of partners including the business, and wider, community. This positive interaction ultimately leads to enhanced opportunities for lifelong learning as well as boosting self-esteem and achievement throughout the Collegiate.

Overall we aim to plan, and implement, a creative and exciting curriculum that blends vocational and academic study in the context of business and enterprise so that students can:

- **Learn through work**
- **Learn about work**
- **Learn for work**

## **2. AIMS OF POLICY**

### **Context**

Enterprise in Warrington Collegiate is delivered under two main categories:

- 1. Enterprise learning in the curriculum**
- 2. Business Development and Self-Employment**

The content of enterprise development, and delivery, is segmented into the following:

- Curriculum development
- Employer Engagement
- Self Employment and Business Understanding and Development
- Ad Hoc Enterprise activities, events and programmes

These approaches to developing enterprise learning are proposed in line with Ofsted and UKBI recommendations.

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The programme of enterprise and work-related learning activities, events and projects provided by Warrington Collegiate will **aim** to:

1. Develop tailored enterprise materials and training packages for educational institutes and external bodies
2. Incorporate enterprise learning into all aspects of teaching and learning
3. Raise positive awareness of enterprise and the incubation units with both staff and students in Warrington Collegiate
4. Create and implement tailored enterprise pilot programmes with selected departments
5. Create an awareness of social enterprise
6. Build effective relationships with business within Warrington and North West
7. Enable all students to learn through work, about work and for work
8. Enhance the curriculum by adding vocational relevance and interest
9. Ensure the benefits and experiences gained from enterprise, work-related learning and incubation are valued, monitored and assessed, reported on and accredited, where appropriate
10. Enhance the College's culture of enterprise with all staff
11. Overall, be recognised as a centre of good practice for enterprise and incubation.

### **3. OBJECTIVES OF ENTERPRISE PROVISION**

Warrington Collegiate established a key development objective in 2004, *'To increase enterprise activity and enterprise facilities within the college'*. This objective has been reviewed and taken into consideration when creating the overall vision for enterprise and when establishing the objectives for enterprise education in the Collegiate.

#### **Enterprise learning in the curriculum:**

- Assign enterprise champions in each vocational programme area
- Recognise, develop and apply student skills for enterprise and employability
- Use experience of work, including work experience and part/full time jobs, to extend their understanding of work
- Learn about the way business enterprises operate
- Be given experience, direct or indirect, of working practices and environments
- Learn from, and engage with, a wide variety of businesses
- Develop an awareness of the extent and diversity of local and national employment opportunities
- Undertake tasks, activities and projects set in work contexts
- Engage with ideas, challenges and applications from the business world
- Develop a cohesive programme of enterprise and work-related learning via the enterprise passport system

#### **Business Development and Self-Employment**

- Provide opportunities for self employment via the incubation facilities
- Monitor development and progression with incubatees
- Provide, and develop, links with external organisations regarding business development
- Develop a networking group for local and north west businesses
- Promote benefits of self employment for the local economy

### **4. DELIVERY OF ENTERPRISE AND WORK RELATED LEARNING**

In line with Ofsted recommendations, enterprise education will be delivered under three strands:

**Strand 1: Developing Enterprise Capability** - the ability to handle uncertainty and respond positively to change, to create and implement new ideas and ways of doing things, to make reasonable risk/reward assessments and act upon them in one's personal and working life.

**Strand 2: Financial Literacy** - the ability to manage one's own finances and to become questioning and informed consumers of financial services.

**Strand 3: Economic and Business Understanding** - the ability to understand the business context and make informed choices between alternative uses of scarce resources.

## **5. MANAGEMENT OF PROVISION**

### **What is an enterprising team?**

An enterprising team will:

- Identify a dedicated enterprise champion to lead, and promote, entrepreneurial curriculum development
- Embed enterprise and entrepreneurial development in all aspects of teaching and learning
- Monitor and evaluate progression in enterprise delivery and development
- Actively encourage a range of enterprise activities, including incubation and business start-up , for learners
- Ensure enrichment activity is focused on enterprise skill development

### **Responsibility for policy**

The Senior Management Team of Warrington Collegiate own this policy and are responsible for its development, implementation and maintenance.

The Enterprise Co-ordinator will be responsible for:

- The management and co-ordination of the various aspects of enterprise education and incubation development
- The measurement, monitoring and evaluation of the effectiveness and benefits of enterprise learning
- The procedures for students to record their activities and learning outcomes
- The co-ordination of enterprise champions

Heads of College and Programme Leaders will be responsible for:

- Ensuring schemes of work incorporate enterprise and work related aims
- Identifying enterprise activities, tasks and projects that can be incorporated into schemes of work and that can be used as evidence for the 'Enterprise Passport System'
- Showing evidence that enterprise learning has taken place and how this helps progression
- Promoting the incubation units with staff and students
- Allocation of enterprise champions
- Identifying and meeting individual staff development needs

Course Leaders will be responsible for:

- Developing enterprise learning within their allocated subject
- Ensuring staff incorporate and deliver enterprise within their sow and lesson plans
- Monitoring and evaluating progression in enterprise delivery and development within the subject area
- Making suggestions for improvements with regards to enterprise learning (SAR)

Enterprise Champions and all subject staff will be responsible for:

- Ensuring that their lesson plans meet and deliver enterprise aims and objectives
- Assessing and recording students' development with regards to enterprise learning

## **6. ACTION PLANS AND REVIEW OF POLICY**

The Senior Management Team will approve any provision of enterprise education and the action plan, submitted by the Enterprise Co-ordinator. SMT will ensure that such developments are incorporated into College development plans and policies.

SMT and the Enterprise Co-ordinator will review the enterprise policy on an annual basis. The enterprise and incubation action plan will be reviewed at the end of every term.

## **7. PROFESSIONAL DEVELOPMENT OF STAFF**

The Senior Management Team and The Quality Development Department will ensure that all staff receive appropriate professional development with regards to enterprise and work related learning.

## **8. RESOURCES AND FUNDING**

The Senior Management Team will be responsible for allocation of resources and funding to implement the recommendations made in this policy and action plan.

The External Funding Officer will aim to access any additional funds.

**Prepared by:** Joanne Mason, Enterprise Co-ordinator

**Date Policy Agreed:**

**Policy Review Date:**

**Signature (Principal/Chief Executive):**