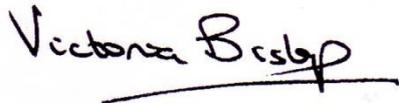




Sir Christopher Hatton Academy

A Member of Hatton Academies Trust



Title	Enterprise Policy
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Associated Policies	
Originator	J Coe A Wilson
Approved	



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Enterprise Policy

1.0 The aim of enterprise education:

The aim of Enterprise Education at Sir Christopher Hatton Academy is to enhance and supplement the Teaching and Learning of all students by equipping them with transferable skills for work which will support them in their future education and career choices.

The aim is to bridge the gap between education and the working environment. As an Academy we aim to empower young people with the information and life skills needed to realise their potential; by offering a well-rounded curriculum as well as other opportunities that allows student to enhance their skills for work and as a result enhance their employability in the real world.

What is Enterprise Education?

Enterprise Education aims to provide pupils with the knowledge and skills that they will need to be future employees and potential employers. It includes but it not limited to teaching financial and organisational capability, while also providing opportunities to raise pupil's awareness of problems and solutions in the context of business and enterprise by enhancing their skills for work.

2.0 Key points about Enterprise Education “Getting ready for work”, November 2016, OFSTED.

There are 4 key developmental areas that were outlined in the OFSTED Report “Getting ready for work” published in November 2016 which identify that Secondary Schools should:

- Ensure that there is a coherent programme to develop enterprise education, including the economic and business knowledge, understanding and skills of all pupils.
- Develop stronger links with business by using local networks provided by, for example, the chambers of commerce and LEAs, and set clear objectives for the intended outcomes of these partnerships.
- Make the most effective use of the expertise of their specialist teachers in delivering these programmes and ensure that all teachers involved in delivery have access to appropriate professional development.
- Ensure that these programmes have effective mechanisms for monitoring and assessing progress in relation to developing knowledge, understanding and skills.



2.1 Enterprise / Skills for work to be targeted:

- Financial capability
- Creativity and innovation
- Resilience
- Problem solving
- Initiative
- Risk management / risk taking
- Motivated / aiming high / positivity / a can do attitude
- Listening and understanding
- Presentation skills
- Team work
- Leadership qualities
- Flexibility
- Communication skills
- Adaptability / flexibility
- Negotiation skills
- Economics and business understanding
- Take responsibility for learning / projects

The Academy should ensure that skills for work are embedded across the curriculum. They are skills that most students will use every single day, and with a broad and balanced curriculum and good teaching these skills should be used and enhanced on a daily basis.

2.2 Students are also expected to have:

- Financial Awareness
- Organisational Awareness
- Economic and Business Understanding

3.0 Principles

- It is the responsibility of the staff within the Academy to utilise opportunities for pupils, to develop and utilise their skills for work and enterprise capabilities.
- The Enterprise Co-ordinator will provide support for staff to develop skills for work within their teaching and within their curriculum areas.
- The Enterprise Co-ordinator will work with SLT and Middle Leaders in order to develop ways in which skills for work can be embedded across the curriculum.
- The Enterprise coordinator will work with outside agencies such as SEMLEP to gain advice and support on how to improve the Academies Enterprise and Careers provisions.
- The Enterprise coordinator will work with the Head of Careers to
- The Enterprise Co-ordinator will maximise opportunities for Enterprise learning within individual subjects and through cross-curricular teaching.
- The Enterprise Co-ordinator will introduce a range of enterprise events and opportunities for varying year groups across the Academy.
- The Enterprise Co-ordinator will work with the Head of Careers and other key staff in order to track and monitor the careers and enterprise provision and the utilisation of skills for work across the Academy.



4.0 Curriculum Aims

- To educate staff about the local economy and the usefulness of enterprise skills for work.
- To ensure that all pupils develop confidence when using Enterprise skills for work in a range of contexts.
- To encourage staff and students to become more aware of situations in which students are drawing on their Skills for work.
- To encourage staff to use work related examples in their SOW's and make use of external providers, agencies and speakers.
- To encourage staff and students to become involved in organised enterprise events in order to challenge a range of students across the curriculum.
- To ensure that there is effective communication with parents and other stakeholders with regards to the enterprise activities and events that our students partake in.
- To ensure that there is effective communication with parents and other stakeholders with regards to the economy and the opportunities available for students and the role of skills for work in their child's future.

5.0 KS3 Aims:

- To educate KS3 students on what skills for work are and the value of skills for work when aspiring for their future careers.
- To encourage and support the launch of the new KS3 rewards and values system which will enhance enterprise skills for work.
- To encourage students to partake in extracurricular activities, competitions and community events in order to enhance their enterprise skills for work.

6.0 KS4 Aims

- To educate students on the value of the skills for work, financial awareness and the economy through the PSHE / Life skills curriculum.
- To help students identify where they have developed their enterprise skills for work within their curriculum subjects.
- To encourage students to aspire to do well by providing help and guidance on future careers in line with the Careers policy.
- To encourage students to work independently and build on their enterprise and interpersonal skills through project work and coursework.
- To encourage students to consider how they will improve upon their enterprise skills for work as they progress through KS4 into KS5.

7.0 KS5 Aims

- To work with students to allow them to match their skills with suitable careers and to help them to identify how they can further enhance their skills for work; in order to fully prepare themselves for their chosen career path.
- To educate students in the value of level 4 and degree level apprenticeships as well as University degree courses.



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- To work with form tutors and subject staff to encourage increasing independence of our students both in lessons; during non-contact time and when planning for their futures. Making use of the mentoring initiative.
- To encourage enterprise opportunities through both the enterprise, PSHE / Life skills and the enrichment curriculum.
- To encourage students to work as part of a team and share ideas using both group work and ICT in order to enhance innovative learning opportunities.

8.0 Whole Academy Aims:

- To educate staff, parents, students and other stakeholders in the importance of skills for work.
- To educate staff, parents, students and other stakeholders of the changing economy in terms of the work of work and the changing opportunities available to the students.
- To embed enterprise education into the curriculum using subject specialists as leaders in enhancing skills for work.
- To develop stronger links with other schools, business and outside agencies in the Northamptonshire area; in order to support and expand careers and enterprise education as a learning community, through the Enterprise Advisors network.
- To implement a system of monitoring and tracking student's skills for work so gaps can be identified and action plans put in place.

9.0 Monitoring progress:

Progress within Enterprise Education is, in itself, difficult to scrutinise. However we will endeavour to gauge it and demonstrate it through a variety of means.

- An audit will be completed of the curriculum to allow us to identify the skills that are enhanced / focussed upon within curriculum areas across key stages. This will be used to identify gaps.
- Analysis of the curriculum audit will also ensure that the Academy continues to develop an enterprising ethos.
- The new KS3 graduation and rewards system will be cross referenced against enterprise skills for work and tracked on a central system.
- A group of specialists across curriculum areas will be used as leaders in helping to embed skills for work into the curriculum, regular meetings will be held and minutes kept to track progress.
- Form tutors will be encouraged to discuss future aspirations and skills for work as well as areas for improvement of these skills as part of the mentoring process.
- There will also be an evaluation of all explicit Enterprise activities / educational experiences both by students and by other stakeholders.
- A plan for 2018/19 will be put in place with the support of a business adviser as part of our role in the Enterprise Advisors Initiative with the support of SEMLEP. This plan will be reviewed regularly in meetings.

10.0 Monitoring of progress by:

- Completion of the compass tool to identify areas of strength and weakness against the Gatsby benchmark.



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- Action planning based upon the compass tool
- SEF completion at the end of the academic year
- SEF and regular action plan updated
- Evaluation of events by staff and pupils to inform improvements
- Tracking of events in the careers and enterprise tracker