



# ENTERPRISE EDUCATION POLICY

Author of Policy  
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Date adopted by Governors/Academy  
December 2014

A handwritten signature in black ink, appearing to read "R. Lemin", is written over a horizontal line.

Signed on behalf of Governing Body

Reviewed  
December 2014  
ALL SAINTS CHURCH OF ENGLAND ACADEMY PLYMOUTH  
Pennycross, PLYMOUTH PL5 3NE

All Saints Church of England Academy, Plymouth aims to be an inspirational community of learning, which will transform the life chances of the students and make a positive contribution to the well-being of the local community and the wider world. The Academy is rooted in Christian values including truth, justice, forgiveness, generosity and respect. The Academy aims to provide outstanding educational opportunities and experiences which will enable all students, regardless of ability and background, to bring out the best in themselves, and to make a difference for good in the world.

The Academy believes that education is about the development of the whole person, and in educating each student will endeavour to:

- sharpen the mind
- enrich the imagination
- strengthen the body
- nourish the spirit
- encourage the will to do good
- open the heart to others

This policy and the associated procedures are based on these principles, aims and beliefs.

# Introduction

## What is Enterprise Education?

It is important to remember that enterprise is not solely, or necessarily, about doing business and making money. Enterprise is about the ability to be self-motivated, to be creative, and to be an effective participator, to be independent yet able to work in a team, to be reflective and be able to take the lead in life's choices and decisions.

Enterprise Skills and Personal Learning and Thinking Skills (PLTS) have a number of similarities and can co exist to support one another. In many respects they are interchangeable.

The enterprise skills are:

- Competitive
- Confident
- Determined
- Hard Working
- Independent
- Initiative
- Innovation
- Planning
- Problem solving
- Risk taking
- Taking the lead
- Team Player
- Can – do approach

The Personal Learning and Thinking Skills (PLTS) are:

- Creative Thinker
- Independent enquirer
- Effective Participator
- Reflective Learner
- Team Worker
- Self-Manager

So an enterprise activity may be defined as a learning experience with the following characteristics:

- Communicating
- Decision Making
- Leadership
- Teamwork
- Setting Goals & Targets
- Using Initiative
- Managing Money & Resources
- Organising & Planning
- Problem Solving

- Innovating & Generating Ideas
- Finance, Economic & Business Understanding
- Analysing & Evaluating
- Adapting to Change

We will use the specialism of Business and Enterprise to develop students' essential employment skills of communication, teamwork, reliability, commitment and loyalty by promoting an enterprise culture in as many lessons as possible, and will develop an understanding of the world of work through business links and the need to recognise and use transferable skills across the curriculum.

This is the responsibility of all teachers. Innovative, creative and enterprising approaches to teaching and learning should be embedded in our practice, and it must be our aim to develop in each individual the widest possible range of skills relevant for life and employment.

## Purpose

- Develop an enterprising culture that will raise the aspirations of our students and improve their confidence.
- Prepare students for life and the ever changing world of work by developing their core skills, and employability.
- Develop our students' adaptability, flexibility, and can-do attitude.
- Use our Business and Enterprise specialism to raise attainment across the curriculum.
- Foster open-minded, creative, risk-taking, and student-centred teaching and learning.

## Procedures

The key processes and procedures which will enable enterprise education:

- Approaches to enterprise education and the delivery of enterprise skills have been audited and will be regularly monitored across the curriculum.
- Enterprise education will be explicitly addressed in our development plans.
- Developing core skills, particularly literacy, will be central to the work of every teacher in every subject.
- Linked with this, there should be learning activities in every subject planned to foster creativity and innovation, and students should be regularly given opportunities to take calculated risks to achieve a positive result.
- At KS4 we ensure a broad balanced curriculum which includes a range of vocational courses. Many students will choose vocational courses of study at KS4.
- At KS5 we offer unique and tailor-made opportunities for students to follow a business and enterprise related curriculum, through business and finance related level 3 courses and through our involvement in Career Academy UK.
- We aim to link hard work and community spirit to tangible results by means of a points-based reward system. All students can accrue points which equate to a cash value. Points will be allocated to individuals and to learning families, and can also be deducted for actions which have a negative impact on the whole community.
- Vertical, all-age tutor groups help students to develop their interpersonal skills, and their skills in teamwork and communication. Working in all-age tutor groups helps prepare students for the flexible approach to working with others they will need through life.

- We aim to develop the confidence of all our students by offering them a residential experience with a focus on team-building activities at least twice in their school career, and through an annual enterprise activities week.
- We will continue to provide appropriate career development opportunities at different stages for each student. For example, we use local employers to offer all Year 9 students experience of job applications and interviews, and all Year 10 students are offered work experience.
- We will work closely with partner primary schools, and our communities to provide opportunities in enterprise education. This will also develop our own students' enterprise skills.
- We employ a Business Development Manager to support enterprise education, by making the most of opportunities to engage local employers, external agencies, and other school networks in the curriculum and teaching & learning.
- Through our specialist focus on Business, Enterprise, Mathematics we will ensure that students develop the skills and understanding to manage their own personal finance.
- We will ensure that planned CPD opportunities for staff complement the Academy's drive to place enterprise education at the heart of our approach to teaching and learning.

## Resources

This policy should be read in the context of other All Saints Academy policies. The Teaching and Learning policy, the Rewards Policy, and the Continuing Professional Development Policy, are particularly relevant. All policies are available on the VLE.

To find out more about the Devon Enterprise Learning Partnership, in which All Saints and our predecessor school have played a significant role go to [www.enterprisevillage.org.uk](http://www.enterprisevillage.org.uk)

All other resources – for example PLTS and the list of Enterprise Skills are in the public domain, and readily available via any internet search. Posters for classroom display highlighting these skills are readily available in the Academy.