

SMSC in Business

Spiritual development within Business Studies involves students being encouraged to explore sexism, racism and discrimination in the workplace through the discussion of employment laws and implementing this in coursework and through exam work. We make reference to case studies and cases of discrimination in the news. Students also explore their own feelings and meaning and reflect upon topics such as ethics. Students are encouraged to explore these concepts and challenge the actions that businesses do take or should take. This also helps to develop student's empathy and compassion skills and allows them to take into consideration other people aims, values, principles and beliefs. Students are also encouraged to reflect on their experiences, for example, through producing work experience journals and producing CVs.

Moral development within Business Studies involves students being required to evaluate, comment upon and discuss various moral issues relating to business practices. They will do this through the use of observations, gathering of information/researching and studying given case studies to support this. Students are given the opportunity to consider a variety of information relating to real life business scenarios in order to make valid judgments. Students spend a large proportion of the course investigating the impact of a businesses action upon society and the local community in which they operate. For example, students consider the political, social, environmental and technological issues arising as a result of a business decision. Students also draw upon their own knowledge to distinguish between what is right and wrong. This happens throughout all units in KS4 & 5.

Social development within Business Studies involves students being encouraged to develop their team working skills through collaborative work and research. The students also explore the concept of teams and the roles that individuals have to play and how this can impact a business. Throughout the curriculum, students are given the opportunity to exercise their leadership skills. For example at KS4 students work in teams on the Coca Cola Real Business Challenge. At KS5 students often work in groups on various challenges and competitions. Students often work collaboratively to understand new concepts and share information researched, thus giving the students responsibility over their work.

Cultural development within Business Studies involves students being given the chance to see how the functions of a business operate. Students look at the changes within society and how they may impact on businesses. For example, throughout KS4 & 5 the effect of changes in the economy on businesses, and their actions, is widely studied. Demographics are regularly studied as part of most units, when learning about different customer groups and their needs and requirements. In year 8 all students are exposed to cultural opportunities by outside speakers as part of the Business Languages Career Event. Students also have the opportunity to look at how organisations work by visiting businesses or having guest speakers come in. Students benefit from visits to school by a range business people, to enhance their knowledge and skills.

Examples of Spiritual, Moral, Social and Cultural Education in Business Studies include:

- Students looking at the moral issues associated with business promotion and advertising and considering what the "correct" conduct is for a business to undertake
- Students considering the impact that various businesses both local and national will have upon their local areas and communities
- Students looking at the impact that businesses have upon the different stakeholders who have an interest in the way that a business operates

- Students investigating business ethics and considering the ethical boundaries which businesses must operate within
- Students looking at the cultural differences between different customer groups which businesses may be targeting their products/services towards and how these differences will impact upon sales
- Students looking at the issues of unemployment and economic factors relating to businesses, and thinking about how these external factors will have an impact upon society
- Students considering the costs and benefits to society and the wider community as a result of business decisions

Examples of British Values in Business Studies include:

- In KS4 & 5 Business lessons, we would regularly learn about different laws in Britain and how they can compare to other countries.
- Students know that they have a voice that is listened to in Business Studies as when we they take part in group activities like Young Enterprise or competitions and challenges, we actively promote democratic processes used to vote people in certain positions or roles.
- We use opportunities such as general or local elections to promote fundamental British values and provide Students with the opportunity to learn how to argue and defend points of view. We would discuss politics, the voting system and how who is in power may affect businesses.
- Teaching resources from a wide variety of sources are used to help Students understand a range of faiths, beliefs and backgrounds are held by people who live in this country. These can be case studies, newspaper articles, exam board resources, company reports, and visiting speakers to name a few.
- In sixth form students have the opportunity to take part in an Enterprise group as an extra-curricular activity, where as a group they run an enterprise over a period of time.