

<b>Policy</b>	<b>Industry Champion Policy SS23</b>
<b>Document owner</b>	Director of Learning & Curriculum Development
<b>Date first implemented</b>	August 2023
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<b>Date of next review</b>	August 2025
<b>Date governor-approved</b>	n/a
<b>Associated documents</b>	Safeguarding Policy Prevent Policy EDI Policy Social Media Policy
<b>Reference documents</b>	
<b>Initial reviewing body</b>	Curriculum & Quality Group
<b>Final approval body</b>	Senior Leadership Team
<b>Published on website</b>	Yes

<b>Purpose</b>	To set out the College's policy on the approach to and role of Industry Champion.
<b>Scope</b>	This policy applies to all curriculum areas across all sites, and their appointed Industry Champions.
<b>Equality, Diversity &amp; Inclusivity</b>	<p><i>"[Derwen] College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices."</i> Derwen College Equal Opportunities Policy</p> <p>Derwen College's ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity and inclusivity are embedded throughout the organisation. This policy should be applied in accordance with this ethos.</p> <p>If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.</p>
<b>Definition(s)</b>	

It is the College's policy to have at least one Industry Champion for each of its Pathway types. Champions can be in place for more than one campus, e.g. Horticulture at Walford and at Main Site.

Industry Champions are volunteers. As a college we ask that Industry Champions follow our guidance around Safeguarding, Prevent, Equality, Diversity and Inclusion and the use of social media. We will provide information on these.

We ask that our Industry Champions hold a valid DBS certificate. If you do not have this please liaise with the Curriculum Manager who can organise this. This will be at no cost to the Industry Champion.

### **Purpose of the Industry Champion role**

To share the Champion's knowledge and experience of their industry's best practice and standards, based on their work in that sector. This is done in the following ways:

- Advice on updates that may be needed to ensure curriculum meets that of industry standards
- Run workshops on topics linked to their area of work expertise
- Give talks to students, sometimes answering pre-prepared questions from students
- Conduct mock-interviews with students, to practise their interview skills for when applying for jobs in future
- Judge competitions, and give feedback on the entries

Each of these activities takes up to 2 hours.

### **Time commitment**

Some do more than others, and the College recognises and understands that its volunteers have varying amounts of time to give to their roles. For the Industry Champions, the minimum commitment is one of the activities listed above, per term: autumn, spring and summer.

### **Selection and appointment**

Candidates can put themselves forward for consideration. Alternatively, a member of College staff may identify an individual who may be suitable for the role. In either case, the Director of Learning & Curriculum Development must agree the appointment or initial approach.

Current College staff cannot be Industry Champions. Ex-staff members are not usually appointed as Industry Champions. However, exceptions can be considered on a case-by-case basis. The Director of Learning & Curriculum Development will make the decision in these circumstances.

### **Period of tenure**

Industry Champion positions are reviewed every summer, in July/August, following the Self-Assessment Review panels, to ensure the appointees' work experience and knowledge aligns with the curriculum design and content for each relevant area. If these no longer align, the individual Industry Champion will be advised accordingly.

Industry Champions are able to step down at any time that they wish, in line with their own preferences and commitments.

Derwen College values all its volunteers, including Industry Champions, and aims to create a positive and rewarding working relationship with each individual, and whatever time they are able to give the College, and for whatever period of time.

### **What Industry Champions receive in return for their commitment**

A highly rewarding experience with Derwen College students, helping them to learn about the specific industry the Champion represents. Meeting and talking with young people with Special Educational Needs and Disabilities (SEND) in the education sector. Champions are highly valued by the curriculum team for bringing alive the industry the Champion works in.

Champions are invited to attend some College events, and are warmly invited to get involved in College life, e.g. by visiting the Marketplace outlets, attending the annual Fete, and supporting the Derwen Charity in general.