

# Curriculum

## 2024 POLICY

**C** Continually strive  
for excellence

**A** Act with integrity  
and be respectful  
at all times

**R** Responsive and  
flexible to learner  
and employer needs

**E** Encourage and  
support high  
aspirations

## 1. Introduction

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The purpose of this policy is to provide clear direction to deliver Heart of England Training Ltd strategic aim, to:

*“To be recognised as one of the largest and best training providers in the country whilst responding quickly and efficiently to emerging needs of local and national business and where learners and staff can be able to be the best they can”*

The policy has been developed to provide a framework against which the existing curriculum portfolio can be evaluated and developed further to meet the needs of learners, relevant stakeholders, and regional and national labour force indicators. The policy will also provide guidance for staff involved in the development of new programmes.

## 2. Curriculum Aim and objectives

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The aim of the curriculum is to support learner’s progression and provides knowledge and skills for the future which will improve learners’ life chances and generate the skilled workforce needed for economic growth. This policy provides guidance to achieve the following curriculum objectives:

- Review and approve a flexible curriculum portfolio to include Apprenticeship and Education programmes for young people and ensure curriculum planning is responsive to workforce and skills planning needs and emerging opportunities.
- Improve the design, alignment and coherence of the learner journey to ensure the learner experience is relevant, contextualised, appropriate and engaging.

## 3. Curriculum Portfolio

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Whilst it is important to ensure that our curriculum portfolio is flexible and able to respond to current and emerging opportunities, there is also a need to carefully consider a curriculum which will support progression and able learners to see links between different areas of knowledge and skills, recognising that some knowledge and skills are transferable and that learning builds towards an end point, learners are prepared for their next stage of education, training or employment.

To achieve this, education and skills development need to align with economic opportunity and future skill needs of employers. This will ensure every learner is provided with the entitlement of a positive pathway to a positive destination.

## 4. Curriculum Design Principles

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Curriculum design principles will be developed to take account of the following key policy drivers:

- Skills for jobs
- Local skills improvement plans
- Employer led standards
- English, maths and digital skills
- Lifetime skills guarantee
- T-levels
- HABIA
- CMI
- Institute for Apprenticeships and Technical Education
- AELP

Together, these drivers promote the development of the curriculum with a clear focus on employment and progression pathways.

Heart of England Training Ltd expects all programmes to be designed and developed in line with the following curriculum principles:

<b>Curriculum Aspect</b>	Curriculum Design Principles
<b>Programme Rationale</b>	Meets an identified need based on robust labour market intelligence
	Is informed by local and national policy, key strategic drivers and our curriculum
	Works with nationally recognised Awarding Bodies and Governing Bodies wherever available and appropriate
<b>Learning Progression Pathways</b>	Programme entry takes account of prior learning and knowledge obtained through experience and learners are not required to repeat unnecessarily.
	A wide range of progression routes are identified from the programme of study to further study within Heart of England Training Ltd or beyond
<b>Programme Structure</b>	Uses a partnership approach to design and deliver the programme by consulting and gathering views and employers, governors, Awarding Bodies, End Point Assessment Organisations and Governing Bodies
	Provides learners with opportunities to plan and personalise their own learning, monitor their own progress and record both attainment and wider achievement using e-portfolio system.

This policy is reviewed annually by the company directors and Governors.

**Version:** 2  
**Prepared by:** Directors  
**Approved by:** Governors

**Effective date:** August 2024  
**Review date:** July 2024  
**Date to be reviewed:** July 2025