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| **YEAR 13 A level Business 2023 SPRING TERM b**  **‘An ambitious curriculum that meets the needs of all’**  **Medium Term Planning\* - Business Decisions and strategy**  (\*One lesson per fortnight- 8 lessons in first term) | |
| **Intent** | **Pupils will be taught:**  **Business ethics**  -Ethics of strategic decisions:  - trade-offs between profit and ethics  - Pay and rewards  - Corporate Social Responsibility (CSR)  **Interpretation of financial statements**  -Statement of comprehensive income (profit and loss account):  - key information  - stakeholder interest  - Statement of financial position (balance sheet)  - stakeholder interest  **Ratio analysis**  - Calculate:  - Gearing ratio  - Return on capital employed (ROCE)  - Interpret ratios to make business decisions  - The limitations of ratio analysis  **Human Resources**  - Calculate and interpret the following to help make business decisions  - labour productivity  - Labour turnover and retention  - absenteeism  - Human resource strategies to increase productivity and retention and to reduce turnover and absenteeism  - financial rewards  - Employee share ownership  - consultation strategies  - Empowerment  **Causes and effects of change**  - Causes of change  - organisational size  - poor business performance  - New ownership  - transformational leadership  - external factors  - Possible effects on  -Competitiveness  - Productivity  - financial performance  - Stakeholders  **Key factors in change**  - Organisational culture  - Size of the organisation  - time/speed of change  -Managing resistance to change  **Scenario planning**  -Identifying risks through risk assessment  -natural disasters  -IT systems failure  - Loss of key staff  - Planning for risk mitigation  - Business continuity  - succession planning |
| **Students will continue to learn Business decisions and strategy** |
| **Cross Curricular Links** | **SMSC:** Why should businesses be more socially responsible  **PSHE:**  What is the business news and how does it affect our community?  **Careers:** Job opportunities in different sectors of business  **Literacy:** Tier 3 vocabulary – strategic, ratio analysis, labour productivity, labour turnover, retention, productivity, absenteeism, ethics, trade-offs, CSR, empowerment, transformational leadership, consultation, mitigation  **Numeracy:** Financial calculations  **Digital literacy:** |
| **Differentiation** | Throughout this topic, quality first teaching will provide differentiation:  **By product:** different learners are asked to present outcomes in a different way via pieces of writing, models and drawings, a voice recording, a song, a drama presentation etc.  **By resource:**  Scaffold tasks form different abilities to allow challenge for all students.  **By Intervention**: by providing different levels of supervision and support  **By Progressive Questioning:** exploring pupils’ understanding through interactive dialogue.  **By Grouping:** according to prior attainment, gender, social preference, preferred learning style.  **By Task:**Pupils should be involved in the identification of targets which are meaningful to them and in the selection of an appropriate task from the given range.  **By Offering Optional Activities:** In class using extension tasks to further learning.  This QFT/SEND provision will be explicit within the lesson by lesson schemes of work. |
| **QFT/SEND Provision** |
| **Intent & Implementation** | - Students will understand what business ethics are  - students will understand how ethics can influence business objectives  - students will be able to interpret balance sheets and income statements  - students will be able to calculate the gearing and return on capital employed ratios  - students will understand the limitations of ratio analysis  - students will be able to calculate and interpret human resource Formulas  - students will understand the causes of change in business  - students will understand The the key factors in change  - students will understand the importance of scenario planning  Students will continue to practice their exam technique 8,10,12 and 20 mark questions specifically for theme 3 |
| **Learning Outcomes**  **(Most Powerful Knowledge)** |
| **Future Learning** | Examination technique |
| **Impact** | Formative assessment will take place through questioning, presentations and communication.  Examination questions  Mock examination full paper |
| **Assessment** |