

Postgraduate Work-Based Learning

Postgraduate Certificate in Community Cohesion Management

Postgraduate Diploma in Community Cohesion Management

MA in Community Cohesion Management

Coventry University
Business School

These courses are designed to improve your organisational performance and personal effectiveness in bringing communities together and fostering cohesion. Building on your existing knowledge as a community cohesion practitioner, each course will ensure a deeper understanding of the issues relevant to your community cohesion role, enabling you to make a significant strategic contribution to community cohesion projects in your area.

All the assignments and projects address real life issues and involve action plans to guide the individual and the organisation in achieving agreed goals. Courses are developed specifically for part-time participants for whom community cohesion is a significant role or responsibility.

The key features of this suite of courses are derived from the dual benefits associated with work-based projects. These are designed to benefit both the student and the employer:

- Employers benefit from completion of assignments linked to organisational performance

- Students benefit from overlap between work and study
- Course attendance involves a minimum time away from the workplace
- A qualification can be awarded after each year of study (for instance, an MA can be completed in one year for applicants who hold the necessary prerequisites)
- There are no examinations; assessment is by coursework only



Qualification

Postgraduate Certificate, Diploma & MA

Course structure

Each stage 1 year

iCoCo

Institute of Community Cohesion

Postgraduate Work-Based Learning Certificate, Diploma & MA

INTRODUCING THE FIRST ACCREDITED POSTGRADUATE COURSES IN COMMUNITY COHESION

Developed by Coventry University's Faculty of Business, Environment and Society with iCoCo, this suite of postgraduate courses provides a unique blend of peer group learning and practical support from senior academics, management professionals and cohesion specialists.

- Postgraduate Certificate in Community Cohesion Management
- Postgraduate Diploma in Community Cohesion Management
- MA in Community Cohesion Management

Each course lasts one year; they can be viewed as separate stages of a full Masters qualification as the courses follow on from each other, or they can be studied individually. Applicants with the appropriate level of experience can enter directly at the Diploma or MA stage.

Applications are invited from:

- Local authority Community Cohesion Officers
- Managers and team workers from the voluntary, community and private sectors with an interest in community cohesion
- Individuals with a background in equal opportunities and diversity who may be looking to develop their role
- Professionals working in police, fire and rescue services, health, housing, planning, education and other services, who need a deeper understanding of community cohesion, equalities and diversity

In addition to gaining an accredited Postgraduate Certificate, Diploma or MA, you will:

- Develop an acute awareness and understanding of the nature and complexity of community cohesion in your own context
- Make a significant contribution to an identified cohesion project
- Make a positive contribution in your own area through an extended appreciation of national good practice
- Expand your networks to link into the expertise and experience of others

EDUCATIONAL PHILOSOPHY

The focus of our postgraduate courses is on practical effectiveness. Theoretical perspectives are introduced in the context of real work-based activity, giving relevance and meaning beyond that conveyed by any textbook. Participants have choice in what they study and a say in how it is assessed; the result is a course of study that is relevant to both employer and student.

In essence, our philosophy is based on:

- Being passionate about our programmes
- Being creative, topical, responsive and flexible
- Using an action research strategy
- Tackling live workplace issues
- Encouraging intrinsic, as opposed to purely extrinsic, participant motivation
- Encouraging participants to become reflective practitioners
- Promoting participant independence – not being prescriptive



- Promoting participants learning from each other
- Developing transferable skills
- Using state of the art technology such as web-based and blended learning

BLENDED LEARNING

All three courses utilise blended learning techniques. The attendance pattern consists of three elements: face-to-face contact with tutors over six days spread through the year; monthly half-day group discussions (with 5-6 fellow students and a tutor) in action learning set meetings; extensive online support using the University's virtual learning environment. The emphasis is on developing a learning community where students and staff learn together in an informal network, in which mutual trust and respect prevails.



Postgraduate Work-Based Learning Certificate, Diploma & MA



THE POSTGRADUATE CERTIFICATE

The Certificate seeks to develop your professional effectiveness through a focus on learning through experience centring on key issues relating to the theory and practice of community cohesion.

It covers three major modules:

1. The research and application of community theory and practice to your work area or local community

This double module sits at the heart of the Certificate programme and provides a thorough and up to date understanding of key issues and policy debates facing cohesion professionals today. Through a series of master classes delivered by nationally recognised cohesion experts, access to extensive web-based resources and interaction with fellow practitioners, you will complete a review of a major work or community based cohesion issue together with recommendations for practical action.

2. An appraisal of your organisation's external world

Social, political, technological and economic change continues to have a major impact on the communities that our organisations serve and the ways in which services are provided to them. The area of international migration alone and its contribution to population "churn" raises huge issues for the provision of local services and the fostering of cohesive communities. This module requires you to conduct an environmental scan to identify the key factors impacting on your organisation and the communities you serve. The next steps are to explore options for meeting these challenges, select an appropriate action and propose a plan for change.

3. Your personal development needs as a cohesion practitioner

This module aims to help you develop your skills as a cohesion practitioner. This may involve a focus on a technical area or on a personal skill needed to undertake your existing job or one you aspire to. This will involve an evaluation of your skills and capabilities and you will be expected to involve others in this process. Once you have completed this analysis you will establish and implement a personal development plan.

All of your work-based projects will be described in a learning framework that will ensure that you meet the learning outcomes established for each of the modules. This framework is negotiated and agreed with your line manager and your tutor. This means that all of your projects are relevant to you and to your work programme.

In addition, throughout the programme, participants develop reflective skills by maintaining a reflective journal and meeting in a monthly action learning set with fellow practitioners.

Further support comes from your course tutor, your fellow practitioners through discussion fora, from a series of master classes delivered by nationally recognised experts from the Institute of Community Cohesion and extensive web-based learning resources.

ENTRY REQUIREMENTS

For entry you will need an honours degree plus some experience (paid or voluntary) in the field of community cohesion, equalities or diversity. Consideration will be given to individuals who can demonstrate significant practical experience although do not hold the normal academic qualifications required.



Postgraduate Work-Based Learning Certificate, Diploma & MA



THE POSTGRADUATE DIPLOMA

This is based on a three module programme involving:

- A major collaborative project designed to address a real local cohesion issue
- Further work undertaken in a negotiated area of personal interest
- Reflection on personal development through action learning

1. The collaborative project

The centrepiece module of the course is an integrated group project where the group members act as cohesion consultants working on a complex organisational or community based cohesion issue with the aim of recommending changes in service delivery, strategy or approach.

This is a module of practice in which participants will work together in set groups to analyse a problem or challenging situation within an organisation or community and develop new ways forward. Groups will be

expected to produce a professional proposal and present it to the host organisation. They then carry out the work as a team and present their findings in a written report and a presentation to the client. As well as a group report participants complete an individual reflection on the process and their personal contribution.

2. Independent study

The second module is an independent study to suit the learner's particular development needs.

Participants will undertake an independent study of their choice compatible with their personal development requirements. For instance, it might relate to the development of local measures for tension monitoring or community intelligence, or methods of developing a clearer understanding of the make-up of local communities and consideration of appropriate engagement strategies, in fact anything that has relevance to the participant's practice and can lead to recommended actions. The terms of reference for the independent study are agreed in a learning framework document.

3. Action learning

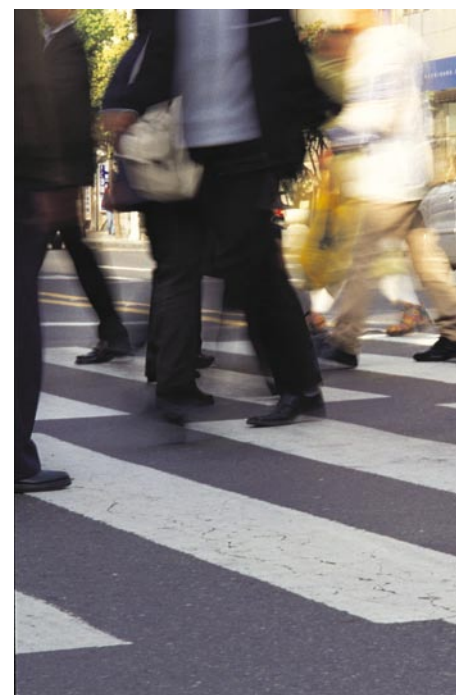
This module aims to instil advanced skills of reflective practice, with the focus on finding ways of maximising personal and team performance. Facilitated action learning sets meet monthly.



Again, participants are supported through the master class series of workshops, extensive web-based resources and discussion fora.

ENTRY REQUIREMENTS

For entry you will need a Postgraduate Certificate, or an honours degree in a related subject plus appropriate practical experience (paid or voluntary) in the field of community cohesion, equalities or diversity. Consideration will be given to individuals who can demonstrate significant relevant experience although do not hold the normal academic qualifications required.



Postgraduate Work-Based Learning Certificate, Diploma & MA



THE MA IN COMMUNITY COHESION MANAGEMENT

Focused and pragmatic, the MA forms the apex of our suite of community cohesion programmes.

At this level, middle to senior level cohesion practitioners are expected to develop the ability to reflect on their professional practice. This enables them to “learn to learn” effectively and apply this skill repeatedly when confronting and researching complex cohesion issues within their own organisations and the communities they serve or represent.

The course has three inter-related elements: the development of a project proposal, an independent study module requiring the acquisition and demonstration of new knowledge, needed to support the project, and a 12,000 word Masters project.

The Dissertation Project

The cornerstone of the one year MA is a 12,000 word dissertation project that addresses a key organisational or community-based cohesion issue. Prior to the dissertation project, the participants undertake a 3,000 word independent study, on an associated topic. This provides key elements of the underpinning knowledge required for the dissertation project and demonstrates their ability to show mastery of a cohesion topic.

The work-based research project involves:

- Understanding and clarifying the research question
- Defining objectives for the research
- Researching and analysing the issue
- Making recommendations for change

The dissertation project is designed to develop the ability to investigate cohesion strategies and approaches, gather and analyse evidence, and make sound conclusions and recommendations.

A key feature of the MA is the depth of support offered through group residential workshops and study days, Action Learning Sets and individual project supervisors.



Research Methods

Support for research methods will be provided as required through course residential workshops and study days, extensive web-based resources and personal project supervisors. A 2,000 word research proposal will be prepared.

ENTRY REQUIREMENTS

For entry you will need a Postgraduate Diploma in a management or community cohesion related subject. Consideration will be given to individuals who can demonstrate significant professional experience although do not hold the normal academic qualifications required.



Postgraduate Work-Based Learning Certificate, Diploma & MA

The Faculty of Business, Environment and Society (BES) is the home of a wide variety of academic subject areas with excellent teaching and applied research expertise, providing an extensive range of creative and imaginative courses which are informed by applied research and designed to ensure career success.

BES is the largest faculty of the University with over 4,500 students and 165 academic and support staff. Its modern, well-equipped teaching facilities and dedicated support provision combine to offer a dynamic, innovative and enterprising educational experience for all students. The Faculty is proud of its high quality teaching and learning environment which has been recognised by external evaluations including the National Student Survey which rated Business and Management in the top ten per cent.

Coventry University Business School is located within the Faculty of Business, Environment and Society. The School is an accredited member of the prestigious European Foundation of Management Development (EFMD) and an active participant in the UK Association of Business Schools (ABS). Coventry University Business School has been offering postgraduate work-based learning in management and leadership for many years and has developed an excellent reputation in a wide range of business and service industries. The School is now offering tailored courses in community cohesion with the full support and backing from iCoCo.

The Institute of Community Cohesion (iCoCo) was established in 2005 to provide a new approach to race, diversity and multiculturalism. Its programme focuses on building positive and harmonious community relations whilst developing a robust understanding of the components of community cohesion, the conditions that help to promote it and the factors that undermine it. iCoCo's work contributes significantly towards understanding how communities can become more at ease with 'difference', multiculturalism and patterns of migration and what drives people towards the acceptance of diversity and the rejection of extremism. iCoCo has been recognised as a national centre for expertise and a 'one-stop-shop' for community cohesion practitioners.

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IMPORTANT INFORMATION

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