

LEARNER NEWSLETTER

August 2023

GOOD LUCK TO THE LIONESSES IN THE WORLD CUP IN AUSTRALIA!

LIFELONG LEARNING

First of all, we would like to thank all learners and employers who prepared to speak with OFSTED, and/in fact did speak with them. Most settings are aware of audits or inspections from local councils, CQC or Ofsted, so you understand the intensity and scrutiny. Thank you!

We cannot reveal the outcome until next month, but we are delighted with some significant improvements. Most importantly learners and employers felt their learning benefitted them and/or their organisation. Learners felt safe! We are building on this so you will see even more improvements in the coming weeks and months. This will include stronger teaching, for example. Also, for those who has passed their planned end date, we will work with you to complete in the next few months.

Secondly, as we continue to support you through your programme we wanted to remind you that you can also receive additional free e-learning including;

- Bribery Act, Communication,
- Display Screen Equipment,
- Equality and Diversity,
- Fraud and Fraud Prevention,
- General Data Protection Regulations,
- Infection Prevention and Control,
- Introduction to Fire Safety in the Workplace,
- Managing Conflict,
- Prevention of Money Laundering,
- Safeguarding Children,
- Self-Awareness and Personal Development,
- Stress Management,
- Teamworking

If there is something not here that you feel you would benefit from, please let us know! Either way having a couple of the above will help you professionally or personally.



Finally, we wanted to remind you of the importance of your 10-12 weekly Learning Reviews.

These are essential events within your learning journey. They are designed for you, your tutor and your employer to effectively evaluate and review your progress.

This include progress and/or preparation for:

- The knowledge, skills and behaviours of your apprenticeship standard
- Your diploma
- Your maths and English tests (if needed)
- Your end point assessment

Your learning review should be planned, prepared for and a sit down meeting. It can be face to face or remote. Either way, it should reinforce what you have learnt, and what impact its having. These learning reviews are excellent ways to self evaluate, reflect and push on within your education and career.

Please ensure you or your tutor invite your employer to be a central part of your programme and learning reviews.

Thank you

Rick Shuttleworth

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FEEDBACK HEAVEN!

*"I would just like to bring to your attention (if you don't already know) that ***** is an outstanding tutor/assessor.*

****** has supported and guided me from the very beginning and I thoroughly appreciate it.*

*I had a few personal issues along the way and ***** understood and supported me, which made me feel so at ease.*

Thank you, Achieving Excellence."



*"I must add that I had one of the best tutors during my studies. ***** picked up from a previous tutor after Covid and she proved to be of great support even when it got hard for me. She was patient and went beyond her duty to arrange for even if 5mins to guide or encourage me to do my assignment and not give up. As a manager and a mum of 2 small children, she is the best support I had in place. She pushed me in a good way to get the work done thoroughly and on time. Am sorry I had to do this here, but I feel that she needs to know that she was a great pillar during the entire course. So thank you Achieving excellence for paring me with a great and amazing tutor, am sure the other students can attest to this. Thank you so much for what you do."*

SAFEGUARDING REMINDER

"... safeguarding means protecting a person's right to live in safety, free from abuse and neglect.

Safeguarding is aimed at people with care and support needs who may be in vulnerable circumstances and at risk of abuse and neglect."

Definition of Safeguarding from Care Act 2014 . If someone is in immediate danger dial 999.

Alternatively, speak to HR or contact:

- Safeguarding@achievingexcellenceukltd.com for impartial reporting, advice and/or guidance

- Designated Safeguarding Officer: Richard Shuttleworth, 07792655931, rick@achievingexcellenceukltd.com

- Designated Safeguarding Lead: Charlotte Parman, 07854 88 817 charlotte@achievingexcellenceukltd.com

- Deputy Safeguarding Officer: Janice Oliver, 07956288049, janice@achievingexcellenceukltd.com

Please report any safeguarding concerns to your local council safeguarding team or board if you feel issues are not being addressed or follow whistle-blowing procedures.

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PREVENT – GANG MENTALITY

‘Herd mentality, mob mentality or pack mentality describes how people can be influenced by their peers to adopt certain behaviours on a largely emotional, rather than rational, basis. When individuals are affected by mob mentality, they may make different decisions than they would have individually.’

Anyone, of any age, can be part of a gang. As humans, we are social beings and thrive as being part of a group however, unfortunately, some groups do not always adhere to rules and laws. Gangs can be a group of individuals who value the same ideologies such as causing harm to others, political views or moral views.

Gang culture started to increase after child labour was regulated in 1833 and because of this young children could not get jobs in factories and therefore contribute towards household costs, this saw an increase in crime rates as children were stealing to provide for their families and children were seen working together to commit crimes. Throughout history there have been ‘famous’ gangs in various areas of the UK such as the Peaky Blinders and the Birmingham Boys in Birmingham which has formed the basis of the popular TV show,

London was the first city noted to have major problems with criminal gangs and 9 different gangs were present in 1888, by 2007 this had risen to 169 different criminal groups being known to the Metropolitan Police.

There are many reasons why an individual may join a gang, this can include; enhance prestige or status among friends (Baccaglini, 1993), Gangs provide other attractive opportunities such as the chance for excitement (Pennell et al., 1994)

by selling drugs and making money (Decker and Van Winkle, 1996). Thus, many youth see themselves as making a rational choice in deciding to join a gang: They see personal advantages to gang membership (Sanchez-Jankowski, 1991).

What are the signs of someone joining a gang?

- Withdrawing from family.
- Declining school attendance,
- Staying out late without reason.
- Displaying an unusual desire for secrecy.
- Exhibiting signs of drug use.
- Breaking rules consistently.
- Speaking in gang-style slang.

Additional information:

<https://theconversation.com/why-do-young-people-join-gangs-members-explain-the-appeal-of-risk-taking-120844>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/gangs-criminal-exploitation/>



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BRITISH VALUES – RESPECT

The Cambridge dictionary defines respect as ‘admiration felt or shown for someone or something that you believe has good ideas or qualities’.

Within British Values ‘mutual respect’ is one of the aspects we should strive to achieve, this means having respect for your colleagues, customers/service users, and anyone else who has contact with the business.

Respect also involves having respect for yourself, whilst on an apprenticeship it is important that your tutor has respect for you but that you also have respect for them, this includes meeting deadlines set, submitting work to your highest standard and attending appointments scheduled.

As tutors, we understand that things may change, that appointments need to be changed and deadlines may need to be reviewed. However, we can't help if we don't know your circumstances.

Respect is also evident in submitting work that contains plagiarism, this shows a lack of respect for your own achievements and those that have completed the work previously. We run your work through plagiarism checkers and if plagiarism is detected you will be expected to redo the entire piece of work, hold yourself accountable for your own progress and show what you can do.

At Achieving Excellence, we respect all of our learners and colleagues and thank you for all you do for the sector you work in, and we want the best possible outcomes for you.

If you feel that you are not being shown respect in your work place or with your tutor please do speak to us.



SAFEGUARDING – ANTI-BULLYING

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- physical assault
- social bullying
- threatening behaviour
- name calling
- cyberbullying
- sexualised bullying

(<https://www.familylives.org.uk/advice/bullying/general-advice/what-is-bullying>)



Bullying can be very upsetting to the person who experiences this, and the impact can be long term, bullying can lead to low self-esteem, isolation or mental health difficulties such as self-harm or suicidal thoughts.

Bullying can happen to anyone and in any place, we often think that children are the only ones who can be bullied but this is not the case, adults can be bullied in the workplace and it is vital that you understand how to recognise signs of this in your work place and report any concerns that you have to look after the welfare of yourself and your colleagues.

If you feel that you are being bullied at work then speak to your line manager, your tutor at Achieving Excellence or one of our safeguarding team (safeguarding@achievingexcellenceukltd.com)

If you need support with your mental health please contact your GP or access support services such as The Samaritans.

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HEALTH AND WELL-BEING – NHS STRIKES

#WBW2023 will focus on breastfeeding and employment/work. It will showcase the impact of paid leave, workplace support and emerging parenting norms on breastfeeding through the lens of parents themselves.

Globally, more than 800 million women workers do not have adequate maternity protection and take up rates among men of parental leave are low.

Within the UK the statutory maternity leave is 52 weeks and is made up of; Ordinary maternity leave – first 26 weeks and additional maternity leave – last 26 weeks, this means that there are different rates of pay for the ordinary and additional maternity leave.

Statutory maternity pay is paid for up to 39 weeks and you get; 90% of your average weekly earnings for the first 6 weeks then £172.48 or 90% of your average weekly earnings (whichever is lower) for the next 33 weeks.

Once a mother has returned to work if they continue to breast feed it is important that this is catered for at work, that women are given the opportunity to express whilst at work to be able to continue to facilitate their choice to breast feed.

The last UK-wide Infant Feeding Survey was conducted in 2010, and we are calling on UK governments to reinstate this. Key findings were:

- Breastfeeding initiation: 81% (up from 76% in 2005)
- Exclusive breastfeeding at six weeks was 24% in England compared to 17% in Wales and 13% in Northern Ireland – see below for more recent survey results from Scotland
- Exclusive breastfeeding at three months: 17% (up from 13% in 2005)
- Exclusive breastfeeding at four months: 12% (up from 7% in 2005)
- Exclusive breastfeeding at six months (as recommended by the World Health Organization) remained at around 1%

What does your work setting do to provide support for those returning from maternity leave to continue to breastfeed?



EQUALITY AND DIVERSITY – LEFT HANDERS

The day aims to raise awareness of the everyday issues that left-handed people face as they live in a world designed for right-handed people.

Being right-handed is more common than being left-handed, with only 10% of the population being left-handed. Your dominant hand can be viewed from in the womb as Peter Hepper studied several hundred baby scans where the baby was sucking its thumb and 90% of babies who sucked their right thumb became right hand dominant, whereas 75% of left thumb suckers became left-handed.

Which hand is your dominant is also influenced by genetics; if one parent is left handed you are more likely to be left handed and if both parents are left handed then there is one in four chance that their child will be left-handed.

Babies will often use both hands and not show their dominant hand until they are around 2 years old. In the animal kingdom there are a few animals who show a preference between the right and left hand, two left-handed animals include kangaroos and parrots.

Up until the 1970s children were encouraged not to use their left hand to write with at school, although this article outlines how being left handed still causes difficulties at school and is not supported:
<https://www.theguardian.com/education/2017/aug/14/left-handed-children-penalised-by-lack-of-support-in-uk-schools>

At school, left-handed children are often asked to move desks so that they do not bump into the person sat next to them, they may also smudge their writing as their hand will go over what they have already written. Left-handed adults may also find it difficult to use daily items such as a tin opener or a pair of scissors.

Fortunately, the prevalence of left-handed individuals and the challenges they may face have been recognised with shops such as www.anythingleft-handed.co.uk selling items to make daily activities easier for those who are left-handed.

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YOUR PROGRAMME – JARGON BUSTER

We are aware we live in an era of acronyms and terminology. Often it can be confusing, so here is some definitions:

EPA or End Point Assessment

As part of your apprenticeship standard, you are required to pass an End Point Assessment. This is to verify you have obtained the knowledge, skills and behaviours of your programme. Whilst your End Point Assessment is at the very end of your programme, your tutor supports you with this from the beginning!

Off the job or OTJ teaching, learning and assessment.

This means you receive teaching, learning and assessment AT WORK. You are at work but away from normal duties and responsibilities. And don't forget that whilst off the job includes classroom learning, it also includes ANY learning that contributes to your programme, at work, supervision, etc.

Knowledge, skills and Behaviours or KSB's

These are what makes up your apprenticeship modules. For example, you will learn and demonstrate your knowledge, skills and behaviours against the health and safety module, etc.

Planned End Date or PED

This is the date you should be finishing your programme.

Information, Advice and Guidance (IAG)

This links to your education and career, looking at your recommended path before, during and after your programme. It also includes overcoming any barriers to learning, etc.

OFSTED

Her majesties inspectorate for education. Like CQC or early years inspections, they come to Achieving Excellence to inspect the quality of our provision.