

LEARNER NEWSLETTER

November 2023

KEEP SCROLLING FOR HOT TOPICS TO CHAT THROUGH WITH YOUR TUTOR!

REMEMBER, REMEMBER!

November seems to be the month of remembering! We have the thrills of bonfire night, “remember, remember, the 5th of November.” Then we have Remembrance Day, remembering past, present and future armed services men and women, who sacrifice for our freedom. The poppy is a symbol of hope, and peace. It helps us remember the freedoms we have. ‘We will remember them!’



The greater or toughest part of education is remembering. Your programme is about learning knowledge, and applying what you learn. The most effective people are those who can remember or recall what they have learned.

Using the chart below, you can establish with your tutor how well you are learning. Naturally, we invite all to work towards being fluent, or distinction level in all aspects of your programmes. This is the primary responsibility of the apprentice. However, your tutor and employer play a significant role too!

Please collaborate with your tutor to ensure you are learning regularly, and that you have effective methods of revision, recall and therefore impact!

A final aspect of remembering is remembering who we are and who we can become. Self-worth or self-esteem can be increasingly hard, but we are as strong or as weak as we want to be. If self-esteem is lacking, there is always support! At Achieving Excellence, we want all learners, colleagues, and associates to remember they are special, unique and talented. Remember that!

Mike Austin

Rick Shuttleworth

Initial	Establishing	Substantial (Pass)	Complete (Merit)	Fluent (Distinction)
New learning Pay careful attention Ask questions Practice Mistakes are fine Keep going, endure!	You are learning more but don't readily remember Check mistakes and learn More practise	You know! You can practice (embed) independently Your work and knowledge is accurate You can retrieve knowledge well Apply learning more in role, connecting to broader responsibilities	You know, really well and can remember it easily You are completely accurate You can answer difficult questions and connect your learning to all aspects of your role You have started to over learn, to become fluent	You are now fluent in learning You can remember it automatically You are quick and wholly accurate You see clearly how your learning connects to all aspects of your role and responsibilities.

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PERSONAL DEVELOPMENT – SELF ESTEEM

Self-esteem is how we value and perceive ourselves. It's based on our opinions and beliefs about ourselves, which can feel difficult to change. We might also think of this as self-confidence.

Your self-esteem can affect whether you:

- Like and value yourself as a person
- Can make decisions and assert yourself
- Recognise your strengths
- Feel able to try new or difficult things
- Show kindness towards yourself
- Move past mistakes without blaming yourself unfairly
- Take the time you need for yourself
- Believe you matter and are good enough
- Believe you deserve happiness

There are lots of things in life that may contribute to low self-esteem. For example:

- Being bullied or abused
- Experiencing prejudice, discrimination or stigma, including racism
- Losing your job or difficulty finding employment
- Problems at work or while studying
- Physical health problems
- Mental health problems
- Relationship problems, separation or divorce
- Problems with money or housing
- Worries about your appearance and body image
- Feeling pressure to meet unrealistic expectations, for example through social media

You might have had some of these experiences. And you might have had difficulties that aren't listed here. Or there might not be one particular cause.

If you struggle with low self-esteem, it might feel as if making changes will be difficult. But there are things you can try. See our [tips to improve your self-esteem](#) for some suggestions.

[What is self-esteem? - Mind](#)

EQUALITY AND DIVERSITY – INTERNATIONAL MEN'S DAY

On the 19th November each year we celebrate international Men's Day. This is when we celebrate the positive value men bring to the world, their families and communities. The theme for this year's celebration is 'Better relations between men and women'. This is focusing on gender equality and how this can happen in various aspects of our lives, including in pay within employment and childcare entitlement, such as paternity leave.

The objectives of International Men's Day includes a focus on men's and boy's health, improving gender relations, promoting gender equality, and highlighting positive male role models.

It is important that we do not encourage men and boys to hide their feelings with sayings such as 'man up', and 'boys will be boys'. It is our responsibility to encourage men to meet their full potential as well as being able to show their emotions and feelings so that, should men need too, they can seek support for their mental health as statistics show that men are more likely than women to commit suicide.

What does this mean for you?

How do you support gender equality in your workplace?

Do you feel that all genders are treated fairly?

How can you support men that you know to be celebrated?

Further information

<https://internationalmensday.com/>

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November 2023

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GETTING TO KNOW OUR STAFF!



Name: Jennifer

Role: Assessor

Hobbies or interests: Travelling, beauty therapist qualified (can do manicures, pedicures, facials, massages, hair)

Favourite movie: Gladiator

Favourite music or song: Gospel music

Favourite quote: "I can do hard things" by Glennon Doyle

Advice to an apprentice: Nothing is impossible, change your outlook.

What do you want invented within next 25 years?
Phones and laptops that don't need charging!

What would you be if not a tutor? Probably into Property

GETTING TO KNOW OUR STAFF!



Name: Rick

Role: Director

Hobbies or interests: Travelling, Manchester City, Mindfulness, family and volunteer work

Favourite movie: Star Wars (original episodes)

Favourite music or song: Indie / Rock

Favourite quote: "Decisions determine destiny"

Advice to an apprentice: Endure and enjoy lifelong learning!

What do you want invented within next 25 years?
Fair trade, equality and respect!

What would you be if not working for Achieving Excellence? Ideally a footballer, in my dreams!

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November 2023

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PREVENT – STEREOTYPING

Any time you group races or individuals together and make a judgment about them without knowing them, this is an example of a stereotype.

There are common stereotypes that are often seen in the public and in the workplace these include:

Racial profiling – this can be where a perception is made for different races, such as a specific race making the best athletes.

Gender profiling – This can be stereotypes for men and women such as women are better parents, better homemakers, men are stronger and do manual work, men are messier.

Cultures – stereotypes exist about cultures and countries as a whole, such as Americans are obese and lazy, Italians are romantic.

A group of individuals – this can be categorising people due to their appearance, their beliefs, age or where they work, such as all punks get into trouble, all politicians only think of personal gain, elderly people all have health conditions and all teenagers are lazy.

Sexual stereotypes – This can be based on sexual orientation or perceived sexual orientation such as all masculine women are gay or that gay men are predatory.

Stereotyping is harmful to individuals and can impact people's mental health and wellbeing. People who have been stereotyped can feel isolated, withdrawn and unfairly judged.

What do you do to prevent stereotyping in your workplace? How can you support inclusion and equality?

https://greatergood.berkeley.edu/article/item/how_to_be_at_stereotypes_by_seeing_people_as_individuals

https://www.in-mind.org/article/are-stereotypes-true?gclid=Cj0KQCjw8eOLBhC1ARIsAOzx5cHsFtCqUII5-n56d_p6ErzNp_0ESYU1xXpqnnE2hOKR1irYWo4j1JlaAgByEALw_wcB

BRITISH VALUES – TOLERANCE DAY

The International Day for Tolerance is marked every year on 16 November in order to create awareness about the principles of tolerance. It is a day for respecting the cultures, beliefs and traditions of others and understanding the risks posed by intolerance.

There are various different ways in which intolerance can be countered including:

Laws: The government is responsible for enforcing human rights laws and punishing hate crimes. The law recognises five types of hate crime on the basis of: race, religion, disability, sexual orientation and transgender identity. A hate crime is if the offender has demonstrated hostility based on any of these or has been motivated by hostility.

Education: As a country we need to educate children and adults about tolerance and how this can be enforced in different spaces such as work environments and schools.

Access to information: Impartial information about topics should be freely available to all, this includes allowing people to easily differentiate between facts and opinions.

Individual awareness: This includes individuals being made aware of the link between their behaviour and mistrust and violence in society.

Local solutions: If people see intolerance it should be addressed and it is everyone's responsibility to ensure that tolerance happens in our own area and across the country.

What does this mean to you?

What can you do if you see intolerance of others?

Do you know who to talk to if there is an issue of intolerance in your work setting?

Further information

<https://una.org.uk/get-involved/learn-and-teach/international-days/international-day-tolerance>

<http://www.toleranceaday.org/>

LEARNER NEWSLETTER

November 2023

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SAFEGUARDING – WHITE RIBBON DAY

White Ribbon Day is 16 days of action to end violence against women. It is coming together to try to end male violence against women and girls, 'being allies with women every day shouldn't be underestimated – even the smallest actions can affect big change', this year the topic of the white ribbon day is asking individuals and organisations to #changethestory for women and girls. This starts with challenging the seemingly 'harmless' attitudes and behaviours that perpetuate violence for women and girls.

What are the statistics?

1 in 4 girls, in mixed – sex schools have had experiences of unwanted sexual touching in school.

6 in 10 women have felt harassed in the gym by a man

1.7 million women experienced domestic abuse in the year ending March 2022.

#changethestory is about reversing the narrative: #allmencan take an active role in stopping violence before it starts by recognising and calling out attitudes and behaviours that are harmful and constitute as violence and lead to more extreme cases of violence.

Do you know what violence looks like?

Violence against women and girls can happen anywhere and takes many forms – from sexist jokes online to harassing behaviours on the train. Some behaviour is considered 'low-level' acts such as sharing sexist jokes at work or in group chats; catcalling women in the street; or harassing women on a night out. In spaces where these behaviours are normalised, it can lead to more extreme cases of violence.

You can start to make the white ribbon promise, to never use, excuse or remain silent about men's violence against women and girls. Making the White Ribbon Promise takes 30 seconds and symbolises your personal commitment to #changethestory for women and girls.

How can you support white ribbon day in your workplace?

Do you know who to talk to if you suspect someone is a victim of violence?

<https://www.whiteribbon.org.uk/day>

HEALTH AND WELL-BEING – KINDNESS DAY

World kindness day is celebrated on 13th November and has been celebrated in the UK since 2010. This year has seen an increase in 'Random Acts of Kindness (RAOK)' trending on social media with people giving items away to others, or creating items such as painting rocks or crocheting gifts for others and leaving them in public areas to find.

[Kindness UK](#) have a list of acts of kindness that people can carry out such as;

- saying good morning to someone on the way to work,
- holding a door open for someone, or
- sending a kind text to someone you know.

After a difficult couple of years, kindness is more important than ever, and we can come together as communities to support each other with kindness.

