



Hampshire Achieves Update

November 2023

Diary Dates

2023-24	
Service Day	Thurs 7th Dec
INSET	Wed 20th March
Service Day	Tues 9th July
20024-25	
INSET	Tuesday 3 rd Sept
Teaching and learning conference	Wednesday 23rd October
Service Day	Thursday 5 th Dec
INSET	Wednesday 19 th March
Service Day	Monday 7th July

Dates for 2024-25 have now been confirmed, please ensure that you plan your classes and any leave around these dates to avoid missing these.

Please note that there is some variation on INSET dates with secure and specialist colleagues. You should already have a hold the date email from Bob, if you have a new member of staff joining, please do remember to forward them the dates.

Teaching and Learning Conference 2023

Thank you to everyone for your participation and involvement in the Teaching and Learning Conference.

Please make sure you have completed the evaluation [Teaching and Learning Conference Evaluation](#), and added your reflection to your CPD record.

Action required:

- Please make sure you have read and acted on the information circulated by Bob regarding Email signatures – these should follow [corporate style for email signatures](#), with particular attention to the guidance on the use of [graphics such as logos and banners](#). If you currently display an external direct phone number in your email signature (one that is assigned to you as an individual) you should remove this. Generic phone numbers can be used if necessary, and numbers which need to be displayed for safety or safeguarding reasons.

Professional Values and Attributes:

Value and champion diversity, equality of opportunity, inclusion, and social equity

Promoting Equality Diversity and Inclusion



There is a wide range of events planned for November/December with lots of opportunity to promote British Values, as well as EDI.

Further events can be found at [Upcoming Awareness Events – Awareness Days Events Calendar 2022 & 2023](#)

Key highlights of suitable events are:

November

11th Armistice Day

13th World Kindness Day

13th - 17th Anti-Bullying Week

16th [International Day for Tolerance](#)

16th Nov-16th Dec [Disability History Month](#)



17th Children in Need
19th [International Men's Day](#)

December

3rd [International Day of People Living with Disabilities](#)

8th Christmas Jumper Day
10th [Human Rights Day](#)
12th [National Workplace Day of Remembrance](#)

Want to promote Religious and cultural events to learners? then you can choose to add these to your outlook calendar: [Add holidays to your calendar in Outlook for Windows - Microsoft Support](#)

Professional Knowledge and Understanding:

Share and update knowledge of effective practice with colleagues, networks and/or research communities to support improvement.

CPD opportunities in November/December

Inclusion Diversity and wellbeing staff events
[Events \(sharepoint.com\)](#)

Evidencing IMPACT & Learner Progress	9 th November 10 am – 12 pm	An exploration of how to measure impact of your course, including learner progress	https://www.eventbrite.co.uk/e/evidencing-impact-learner-progress-tickets-699031160017?aff=oddtcreator
Rosenshines Principles	15 th November 6-8pm	A look at a key pedagogical approach to teaching, which underpins our TLA policy	https://www.eventbrite.co.uk/e/rosenshines-principles-tickets-699031621397?aff=oddtcreator
Cognitive Load	24 th November 10-12	Review of current theory on cognitive load and its application to improve the learner experience and outcomes	https://www.eventbrite.co.uk/e/cognitive-load-tickets-699032032627?aff=oddtcreator

Best Practice examples from recent observations:



Face-to-face courses: Learner traffic light system – learners display green/red/amber to indicate level of support needed with independent work. Use voting opportunities to promote British Values



Online courses: use two cameras to show close working example for art based courses and tutor facing camera.

Safeguarding CPD opportunities

[VIRTUAL HSCP - Lunchtime Learning - An Introduction to Economic Abuse Workshop- 19028](#)



WEDNESDAY 15 NOVEMBER 2023 (12:00 - 13:00)

[H&IOW - VIRTUAL HSCP - An Introduction to Having Honest Conversations- 18324](#)

WEDNESDAY 22 NOVEMBER 2023 (13:30 - 15:00)

[VIRTUAL HSCP - An Introduction to Recognising and Responding to Perpetrators of Domestic Abuse- 19019](#)

WEDNESDAY 22 NOVEMBER 2023 (09:30 - 11:00)

[VIRTUAL HSCP - An Introduction to Child and Adolescent to Parent Violence \(CPV/APV\)- 19025](#)

WEDNESDAY 22 NOVEMBER 2023 (19:00 - 20:30)

[VIRTUAL HSCP - An Introduction to the Impact of Domestic Abuse on Children and Young People- 19022](#)

WEDNESDAY 29 NOVEMBER 2023 (09:30 - 11:00)

[VIRTUAL HSCP - Coercive Control Awareness Training- 21998](#)

WEDNESDAY 29 NOVEMBER 2023 (13:30 - 15:00)

eLearning

HSCP offer a range of eLearning courses as part of the virtual offer. '[An Introduction to Safeguarding Supervision](#)' provides practitioners, who are both frontline and managerial, with information, tools and techniques to ensure that safeguarding supervisory practice is reflective, constructive and holds service users at the centre of the discussions.

Professional Knowledge and Understanding:

Critically review and apply your knowledge of educational research, pedagogy, and assessment to develop evidence-informed practice.

Teaching Pedagogy: Personalisation

Personalisation in education should enable us to develop environments and learning opportunities that mean that all learners, whatever their starting point, are able to fulfil their potential as learners. Personalisation involves creating a coherent learning environment where learners will experience the range of approaches and opportunities that will enable them to increase their competence as self-motivated learners. To achieve personalised learning, we need to ensure that initial assessment is used alongside systematic observation and assessment to identify specific barriers or challenges to learning.

Personalisation is not about creating individual experiences and a separate curriculum per every learner but is about ensuring that we include our knowledge of learners starting points, interests, characteristics to ensure the curriculum is accessible to all and all are able to make progress and achievement.

Personalisation is learner focused, with the learner being involved in setting their learning goals and may contribute to the design of the curriculum. Many of us are doing this already, without putting a name to it, such as adding content to suit learner need or interest.

Those of you with an interest in psychological approaches to education will see that this follows a humanistic approach (person centred).

[The Difference Between Differentiation And Personalized Learning \(teachthought.com\)](#)



[personalized learning - Rethinking Learning \(barbarabray.net\)](#)
[The Complete Guide to Personalized Learning | D2L](#)

Teaching Glossary: Deep dive



When inspectors evaluate the quality of education during an inspection, they carry out 'deep dives' in order to understand the setting's curriculum. This involves gathering evidence on the curriculum intent, implementation, and impact over a sample of curriculum subjects or following a theme/topic. As part of this deep dive, they will use a wide range of evidence sources, including talking to leaders, tutors and learners, observing sessions, reviewing learner work. Through close inspection of several subjects/areas, the inspectorate says they can better judge the overall quality of the education we deliver.

Professional skills:

Select and use digital technologies safely and effectively to promote learning.

Digital tools: 123APPS [Web Apps by 123apps - Edit, Convert, Create](#)
Edit & Create PDFs, Images, Videos

Preparing for Inspection

Expectations are that all staff are familiar with the [Education Inspection Framework \(EIF\)](#) and [Further Education and Skills Handbook \(section 2\)](#). You should also be considering in your team meetings how you would answer any of the Ofsted questions that have been circulated.

If you would like to research more on what to expect or how to prepare for an Ofsted inspection, then do look on the VLE.

[Course: OFSTED Guidance & Reports \(participationandlifelonglearning.co.uk\)](#)

Wellbeing

[HantsHeadlines - Health & Resilience Guide HCC.pdf - All Documents \(sharepoint.com\)](#)

Take Notice: Being in the present moment can positively change the way you feel about life

Mindfulness is a technique that has been proven to help manage stress and promote wellbeing. Being mindful means staying in the present moment, being aware of your body and the physical world around you. This helps you in turn to let go of worries about what has passed or what may happen in the future. It can be a useful tool in developing a positive mindset and dealing with difficult thoughts and feelings.

Take Notice in 5 minutes:

- pay more attention to the present moment, your own thoughts and feelings
- Take the first step to find out about [mindfulness](#)
- Watch this short [video on mindful breathing](#)





- These mental health and wellbeing NHS approved apps and [audio guides](#) can help boost your mood. Other mindfulness apps such as Headspace, CALM or Insight Timer are available.

[Five ways to Wellbeing | Health and social care | Hampshire County Council \(hants.gov.uk\)](#)

Need help and support with your wellbeing? There are links to organisations on our VLE page [Hampshire PALL: All courses \(participationandlifelonglearning.co.uk\)](#)

Mental Health First Aiders

A number of staff are now Mental Health First Aiders, should you find that you or a colleague are in need of support then please contact one of the team below, who will be able to guide you to support.

- Debi Copeland deborah.copeland@hants.gov.uk
- Alison Long alison.long@hants.gov.uk
- Mikaela Collins mikaela.collins@hants.gov.uk
- Rachel McCarthy rachel.mccarthy@hants.gov.uk
- Wendy Scott wendy.scott2@hants.gov.uk
- Stacey Allan stacey.allan@hants.gov.uk

Safeguarding:

Please remember that learners should have access to safeguarding information at every lesson, make sure you include our safeguarding slide in your presentations, including online safety reminders.

David Moore and Kevin Rhodes have put together a PowerPoint presentation that can be displayed at the start of sessions or during break times with key information for learners.

[Safeguarding Slides.pptx \(live.com\)](#)

If you are aware of a safeguarding concern, please report this to our designated safeguarding officers.

Dee John
dee.john@hants.gov.uk
07784 264713

Deborah Copeland
Deborah.Copeland@hants.gov.uk
07926 077442

Remember that all learners should receive information on safeguarding, and we have a designated safeguarding email HASafeguarding@hants.gov.uk for learners.

Information about safeguarding, prevent and British values can be found on our VLE page.

[Hampshire PALL: All courses \(participationandlifelonglearning.co.uk\)](#)

Responding to Israel/Palestine conflict

The current situation may be very emotive for learners and staff alike. If anyone is concerned with radicalisation of learners or colleagues then please re-read the information distributed last month ([Course: Safeguarding \(participationandlifelonglearning.co.uk\)](#)). To maintain professionalism, we



would expect all staff to remain politically impartial and to challenge any inappropriate comments or behaviours that learners or colleagues might make.

As ever, if you have concerns then make sure you contact your designated safeguarding leads.

The Educate Against Hate team have [pulled together some advice about how schools can discuss and approach difficult issues, like ongoing conflicts, with their learners](#).

The [blog post](#) signposts quality-assured resources to help schools/colleges discuss conflicts sensitively with young people.

Good to know:

Remember, we're here to help

World affairs are particularly distressing at the moment, with severe conflicts going on around the globe and traumatic scenes regularly reported in the news. For some colleagues, these events may also have impacts much closer to home, when family members or local communities are directly affected.

If you are feeling anxious and worried, and would like some support, for any reason, please remember our Employee Assistance Programme is available 24 hours a day, 365 days of the year.

This programme is delivered by Health Assured, who have highly qualified counsellors and trained trauma specialists who you can talk to confidentially during this, or any other, difficult time.

All you need to do is call 0800 028 0199 (freephone), or you can access [online support](#) if you prefer.

[Find out more](#)

Remember, you can also speak to your manager for help and advice on work-related issues.

Wellness Action Plans

If you would like to find out more about wellness action plans then register on

Health Assured Awareness sessions (see table below for Learning Zone details)

Our employee assistance provider, [Health Assured](#) will be delivering bitesize awareness sessions over the next six months – for managers and for employees. These sessions are an opportunity to learn more about Health Assured's offering and support services, including exploring their [My Healthy Advantage App](#).

[Visit the learning zone](#) to book courses – see dates and codes below:

All Employees LMS_VLS HCC_CR_HWFD_ORLR_00005VLS	Managers LMS_VLS HCC_CR_HWFD_ORLR_00006VLS
Wednesday 6 December, 9:30-10am	Thursday 7 December, 9:30-10am
Monday 15 January, 2:30-3pm	Friday 5 January, 12-12:30pm
Thursday 1 February, 1-1:30pm	Thursday 25 January, 3-3:30pm
Wednesday 14 February, 10-10:30am	

We have now received the **corporate guidance** re the use of the logos.



This guidance is on the business support SharePoint site. The link to this is here:

[Participation & Lifelong Learning Business Support - Branding for projects or programmes funded by UK Government.pdf - All Documents \(sharepoint.com\)](#)

Exam weeks for 2023-24			
Month	Dates	Days available	
November	No planned Exams available		
December	11 th – 15 th	Monday, Tuesday, Wednesday, Thursday, Friday	All including YPL Exams and Controlled Assessments
January	No planned Exams available		
February	21 st – 23 rd	Wednesday, Thursday, Friday	
March	No planned Exams available		
April	22 nd -26 th	Monday, Tuesday, Wednesday, Thursday, Friday	All including YPL Exams and Controlled Assessment

Policy Updates

You will find the most recent policies on our VLE page.

[Course: Hampshire Achieves Policies and Procedures \(participationandlifelonglearning.co.uk\)](#)

Attachments:

Adult Learning CPD Calendar

Digital Factsheet:

Strategic Intent

Wellbeing slide