



Hampshire Achieves Update

December 2023

Diary Dates

2023-24	
INSET	Wed 20th March
Service Day	Tues 9th July
2024-25	
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.

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:

December

10th [Human Rights Day](#)

12th [National Workplace Day of Remembrance](#)

January

21st World Religion Day

24th [International Day of Education](#)

27th [International Holocaust Remembrance Day](#)

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](#)

EDI resources

Kevin Rhodes has been working with a number of tutors to produce resources using Articulate, those resources that relate to EDI or wellbeing can now be found on the VLE

[Course: EDI Resources \(participationandlifelonglearning.co.uk\)](#)

Professional Knowledge and Understanding:

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



CPD opportunities in January/February

First aid training:

A reminder that the Multiply team have secured some First Aid training for all staff on 15th January, if you do not have a first aid qualification then please discuss with your line manager if this is a suitable opportunity for you.

If you are wanting to book onto this course, then please contact Elena Taraban directly.

Clarity of Purpose	23 rd January 1:30-3:00 PM	This session will help you ensure that your sessions are objective focused and that learning objectives are SMART, which will help you capture the impact of your course and aid assessment of learning.
RARPA + Quality Documentation	2 nd February 10 AM-12 PM	An opportunity to go through curriculum plans and learner tracking documents and ask questions relating to the expected level of completion.
Promoting British Values	13 th February 6-7:30 PM	A workshop discussing how British values can be promoted within adult community learning
Rosenshines Principles	20 th February 1:30-3 PM	A look at a key pedagogical approach to teaching, which underpins our approach to teaching learning and assessment.
Assessment of learning	29 th February 1-3 PM	A review of effective ways to assess learning, incorporating Rosenshine's principles.

Booking links can be found in the attached calendar.

Inclusion Diversity and wellbeing staff events

[Events \(sharepoint.com\)](https://sharepoint.com)

Best Practice examples from recent observations:



Face-to-face courses: course learning objectives displayed on the wall for every session, with annotation of when covered.

Ask learners to recall the learning objectives rather than the tutor reminding them of these, keeps the course objective focused



ESOL class: provide opportunities for learners to practice their writing by inviting learners to write their answers on flipchart paper at the front of the class or in smaller groups.

Maths: Provide learners with examples of common mistakes, getting learners to identify these helps to reinforce learning, and develop exam techniques for checking work.

Professional Knowledge and Understanding:

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



Teaching Pedagogy: Growth Mindset

The growth mindset is an idea that we can change how our learners think and approach a task, turning negative expectations into positive learning experiences. It recognised the plasticity of the Brain. The concept is based on research by Dr Dweck, who researched attitudes to learning, and how different mindset led to different patterns of behaviour. Those with fixed mindset believe that their achievement is set according to innate traits, which reinforces the [self-fulfilling prophecy](#), setting ceilings of achievement. Those with a growth mindset see mistakes as ways to learn, and recognised that perseverance is important to success.

The challenge faced by tutors is undoing negative learned behaviours and capturing a love for learning, finding ways to motivate the learner to be resilient in their development of skills and knowledge.

[The Growth Mindset - What is Growth Mindset - Mindset Works](#)
[Growth Mindset Toolkit - Transforming Education](#)

Teaching Glossary: Thrives



Within the courses that Hampshire Achieves funds for adult learners there are several distinct funding routes, Works, Thrives and Multiply.

The Thrives category is for courses that deliver targeted learning programmes to support English and maths skills, digital inclusion, community cohesion (including ESOL) and health and wellbeing. If your course code has a 'T' in it then you are probably delivering a course that is funded under this category.

The intent of these courses are that we are supporting adults to achieve economic wellbeing and quality of life.

Linking into Hampshire County Council priorities of serving Hampshire residents to that:

- Hampshire maintains strong and resilient economic growth and prosperity.
- People in Hampshire live safe, healthy, and independent lives.
- People in Hampshire enjoy a rich and diverse environment.
- People in Hampshire enjoy being part of strong, inclusive, resilient communities.

Professional skills:

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

Digital tools: Short cuts

See attached document of useful shortcuts

Moving towards Outstanding

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 meet outstanding expectations, then do look on the VLE.

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



Wellbeing

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

Connect with others to feel supported and valued.

Make time in your day or your week to connect with others, stay in touch, and to give and receive emotional support. Sharing conversation and experiences can boost your mood. It can help us feel part of a bigger picture in which we all play a valuable part. Being in touch with people who are optimistic can also change your perspective for the better, leaving you feeling positive.

Connect in 30 minutes:

- Meet friends or family for a walk in the great outdoors
- Arrange a coffee with a colleague to check in on their week
- If you're feeling lonely at the moment, [explore tips](#) that can help.

Different things work for different people, so try to find what works for you, and seek further support if you feel you need it



[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 \(participationandlifelonglearning.co.uk\)](#)

Menopause Signposting Slide

The staff networks are currently undertaking a large project relating to menopause at work. It is early days, but we have been asked to share a signposting slide with colleagues, which you will find attached.

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.

- 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
- Debi Copeland deborah.copeland@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 \(participationandlifelonglearning.co.uk\)](https://participationandlifelonglearning.co.uk)

Prevent Newsletter November 2023: you will find a word document of this newsletter attached to this email, it includes useful resources and further training opportunities.

Good to know:

Resources for Mental Health and Wellbeing

Mentally Healthy Schools are pleased to let you know that the Department have launched a new resource hub with practical resources and tools for mental health leads, to support you in developing and sustaining your whole school or college approach to mental health and wellbeing.

The hub can be accessed following this link: [Mental health lead resource hub : Mentally Healthy Schools](#)

We encourage you to have a look & try it out. Resources will continue to be added, and please do leave feedback on the resources you use so that we can continue to improve the hub (the feedback function can be found at the bottom of each individual resource page).

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
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	

Exam weeks for 2023-24			
Month	Dates	Days 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 \(participationandlifelonglearning.co.uk\)](https://participationandlifelonglearning.co.uk)

Information from Hampshire Safeguarding Children Partnership Team

Keeping our friends Safe Resource

A new free resource is available to all Hampshire secondary schools to support school staff with their ongoing safeguarding initiatives for keeping children safe.

The 'Keeping Our Friends Safe' resources have been developed by HSCP in recognition that children/peers sometimes disclose to each other, rather than the adults around them.

Comprising of two downloadable PowerPoint presentations, the secondary resource educates students in Years 7 to 11, on what they can do if they are concerned about a friend. Mock scenarios are also included to encourage discussion with students and allow for further exploration of the topics.

[Part 1: Keeping Our Friends Safe](#)

[Part 2: Scenarios for children to consider](#)

The resources can be accessed on the HSCP webpage at [Safeguarding in Education](#). A resource for primary schools is also available.



Advanced Development for Professionals on Strengthening Parental Relationships

Strengthening Parental Relationships (SPR) is Hampshire's Reducing Parental Conflict offer, a government funded programme which aims to support parents and carers with their relationship. Relationships between parents and/or carers really matter to children. All relationships will encounter problems along the way, it is how these problems are dealt with that can make all the difference. When parental conflict is frequent, intense and poorly resolved, it can cause toxic stress, that can have a significant negative impact on children's mental health and long-term life chances. Furthermore, interventions such as parenting courses are less likely to be effective if there is unresolved parental conflict.

Parental conflict is more likely at times of increased family stress. This could be because of financial pressures, a period of ill mental / physical health, a bereavement or family breakdown. Stress levels also tend to increase at times of transition- the changes all families go through with the arrival of a new baby, moving house or children starting / changing school. To improve outcomes for children we need to be better at identifying when parental relationships are being impacted by these pressures, and the conflict within these relationships is becoming harmful. Early intervention to help parents and carers understand their conflict and the impact this has on their children, as well as supporting them to develop more helpful conflict behaviours can prevent situations escalating to crisis point.

To achieve this aim, Hampshire County Council is developing the training offer for practitioners to help embed "routine relationship curiosity" to improve outcomes for children. In response to practitioner feedback, different levels of training are now available to book on the Hampshire Safeguarding Children Partnership website:

Advanced Development for Professionals on Strengthening Parental Relationships

This full day workshop is for Hampshire multi-agency professionals who work directly with parents / carers to affect positive change. The course will provide you with the tools, skills and confidence to identify harmful parental conflict and support parents / carers to understand the impact their conflict has on their children and develop more helpful conflict behaviours. This course may also be of interest to professionals working with families who aspire to deliver direct work with parents / carers in the future.

These sessions are available in person, at a variety of venues and online:

- [Tuesday 12 December](#): Totton Hub
- [Tuesday 16 January](#): Test Valley Council, Andover
- [Tuesday 23 January](#): Online
- [Tuesday 30 January](#): Rushmoor Borough Council, Farnborough
- [Thursday 8 February](#): Dame Mary Fagan House, Basingstoke

NEW: E-Learning: SPR Introduction and Toolkit tour

This short course is for any Practitioner or Volunteer that comes into contact with parents / carers as part of their work.

The course provides an introduction to SPR and the Practitioner toolkit, helping you to locate the interventions on offer, tools and information to support you in your role.



It is a great way to gain an insight into why parental relationships matter to children and to services and takes about 30 minutes to complete.

To access the course visit: [eLearning : eLearning-Course-Strengthening-Parental-Relationships-Toolkit \(event-booking.org.uk\)](https://event-booking.org.uk/eLearning-Course-Strengthening-Parental-Relationships-Toolkit)

Attachments:

Adult Learning CPD Calendar Spring

Digital Factsheet: short cuts

Wellbeing slide

Menopause internal resources (Slide)

Prevent Newsletter November 2023

Useful VLE links

SAR and QIP timeline 23-24