



Hampshire Achieves Update

March 2024

Diary Dates

2023-24	
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.

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 March/April with lots of opportunity to promote British Values, as well as EDI.

Key highlights of suitable events are:

March

8th **International Women's Day**
 17th **St Patrick's Day**
 18th – 24th **Neurodiversity week**
 21st [World Down Syndrome Day](#)
 22nd [World Water Day](#)
 24th **Palm Sunday**
 29th **Good Friday**

April

1st Easter Monday
 2nd **World Autism Awareness Day**
 9th **National Equal Pay Day**
 22nd [Earth Day](#)
 22nd - 30th **Passover**
 23rd **St George's Day**

March has lots of opportunities to promote culture awareness, as well as themes relating to mental health, so please do look at what you could use to enhance your learner's knowledge and understanding.

Further events can be found at [Awareness Days Events Calendar 2024](#)

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](#)

Neurodiversity Week 18-24 March 2024

Neurodiversity Celebration Week: has now gone live with over 70 amazing speakers across the events!

[Head on over to the website](#) to find out more, explore the fantastic line-up of panellists, and of course, sign up to the free events 🌞



Throughout 18 - 24 March 2024, over 80 speakers will be coming together to share their lived experiences and expertise around a variety of neurodiversity topics, and we'd love for you to join us. All of these panel discussions are completely free to attend and open to all.

Whilst there's lots of speaker information now live across the event pages, we'll be continuing to add more over the coming weeks.

Whether you're interested in learning more about neuro-inclusive workplaces, neurodiversity in education, global perspectives on neurodiversity or something else, there's an event for you!

Neurodiversity Celebration Week 2024 Events				
Monday 18	Tuesday 19	Wednesday 20	Thursday 21	Friday 22
09:30 - 10:30 An Introduction to Neurodiversity	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts	08:00 - 08:45 Neurodiversity at Work Q&A: Ask the Experts
11:30 - 13:00 Neuro-inclusive Language & Communications	09:30 - 11:00 Culture, Community and Class In Neurodiversity: Who Gets Left Behind?	9:30 - 11:00 Neurodivergent & LGBTQIA+: The 'Double Rainbow' Intersection	9:30 - 11:00 Neurodiversity for HR Professionals	9:30 - 11:00 Neurodiversity: Understanding Alternative Education Provision
13:30 - 15:00 Neurodiversity: We Don't All Fit into One Box!	12:00 - 13:30 The Benefits of Neurodiversity in the Workplace	12:00 - 13:30 Connecting Classrooms to Careers: Neuro-inclusive Tech for Future Leaders	12:00 - 13:30 Late Discovered Autism & Menopause	12:00 - 13:30 The Experiences of Neurodivergent Women & Girls
15:30 - 17:00 Neurodiversity in Higher & Further Education	14:30 - 16:00 Creating a Neuro-inclusive Classroom	14:30 - 16:00 Neurodivergence isn't a Mental Health Problem	14:30 - 16:00 Empowering Yourself as a Neurodivergent Woman in the Workplace	14:30 - 16:00 Global Perspectives: Neurodiversity around the World
	16:30 - 18:00 Neurodiversity: Fuelling Creative Minds	16:30 - 18:00 Understanding Neurodiversity as a Family	18:30 - 20:00 Neurodiversity for Parents & Carers	16:30 - 18:00 Good Practice for Neurodiversity Professionals

[🌞 Click Here to Register for the Free Events 🌞](#)

[Click Here to Download the Interactive Calendar of Events](#)



Professional Knowledge and Understanding:

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

CPD opportunities in March

Assessment of learning	12 th March 6-8 PM	A review of effective ways to assess learning.
ESOL community of Practice	27 th March 4-5:30 PM	An opportunity to network and receive support with other ESOL tutors

Booking links can be found in the attached calendar.

Best Practice examples from recent observations:



Retrieval practice: have a test your memory activity with questions about previous session and other key course information.

Visual cues: have pictures as with aid memoirs to support recall, or as reinforcement of new learning.

External networks

Skills for Life network have a variety of Communities of Practices which enable you to network with other tutors across the UK to support and develop your skills. Enhance your CPD by access podcasts specific to your interests

Have a look through what is on offer:

[Explore Content - Skills for Life Network](#)

Professional Knowledge and Understanding:

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

Teaching Pedagogy: Is teaching adults the same as teaching children?

Andragogy

Although the term andragogy has been used for hundreds of years, it is not as widely used or known as the term pedagogy. It was brought into focus in the 1980's by Malcolm Knowles who wanted to address the differences between child and adult learning. As with pedagogy, the word andragogy originates from Greek with the words 'andr' meaning man and 'agogus' meaning leader so shifting the focus from being teacher led (as with children) to adults leading their own learning. Knowles defined Andragogy as "the art and science of helping adults learn."

Knowles 6 main principles are;

- Adults are internally motivated and self-directed
- Adults bring life experiences and knowledge to learning experiences
- Adults are goal oriented
- Adults are relevancy oriented
- Adults are practical
- Adult learners like to be respected



The main difference being that adults are intrinsically motivated and learn best when it is relevant to an end goal which they are fully motivated to achieve.

Read more about this in the articles in the links below

[Pedagogy vs. Andragogy: What's the Difference? — The Learning Scientists](#)

[Adult Learning: Andragogy Vs. Pedagogy - eLearning Industry](#)

[Pedagogy Vs Andragogy Explained by Malcolm S.Knowles - Educators Technology](#)

[What is Adult Learning Theory - LearnUpon](#)

Teaching Glossary: Progression



Progression is about moving learners forward in their learning journey, often referred to as next steps. This could be onto another course where they can develop their knowledge and skills further. It could also be moving into employment or voluntary work where they can use their new skills.

For our adult community learners, it might be how they extend their learning by joining a local group linked to their learning. Progression is a good way for us to measure the impact of our courses and delivery. It might be something that they are now able to do, such as supporting child with homework, engaging in social activity.

Professional skills:

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

Digital tools: Tricider

[Brainstorming and Voting Amazingly Easy. Free Online Tool | tricider](#)



Tricider is an online tool designed for collaborative decision-making, brainstorming, and idea sharing.

Tricider can facilitate interactive classroom discussions by allowing learners to share their ideas and perspectives on various topics, promoting active participation and critical thinking. Additionally, its voting and ranking features can help prioritise topics or solutions, fostering a collaborative learning environment where learners can collectively explore and evaluate different concepts.

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 how to meet outstanding expectations, then do look on the VLE.

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

Quality Documentation

We are approaching the time of year when we review the standardised quality documentation used across Hampshire Achieves.

We are always open to suggestions as to ways to improve our RARPA documents, if you have any suggestions to make then please email Wendy Scott by **15th April**.



Wellbeing

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

Give

Helping others can create positive feelings and boost wellbeing.

Helping others, whether through small acts of kindness or a regular commitment to volunteering, is proven to be good for mental wellbeing. If you have some time on your hands, there are many organisations that depend on volunteers - a regular slot will help you to build your social networks.



This Kindness Matters guide produced by the Mental Health Foundation also includes suggestions that may inspire you.

Got 30 mins?

Research Hampshire County Council's [volunteering opportunities](#)

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

Action required:

The **My Healthy Advantage app** and the Online Portal have been deactivated by Health Assured All Users – Please ensure you switch over to Wisdom before tomorrow. Download **Wisdom** and use the existing organisation code to gain access (MHA000090). Wisdom is Health Assured's brand-new app that has replaced My Healthy Advantage as the industry-leading health and wellbeing platform for organisations and individuals. Designed to be more engaging and accessible, Wisdom complements Health Assured's Employee Assistance Programme and provides an enhanced set of wellbeing tools and resources to improve the user's physical and mental health.

Resources for Mental Health and Wellbeing

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
- Peter McNulty peter.mcnulty@hants.gov.uk
- Claire Allen claire.allen@hants.gov.uk



Safeguarding:

South-East Prevent Feb update – attached

Please do take time to read this and look at training opportunities.

Antisemitism:

<https://www.bbc.co.uk/news/uk-68288727>

We would like to draw your attention to a news article on the BBC about the huge increase in antisemitic hate incidents in the UK in 2023, 4,103 anti-Jewish hate incidents in 2023, up from 1,662 in 2022 and almost double the previous record of 2,255 in 2021. Two thirds of the incidents happened on or after the Hamas attacks on 7th October, which resulted in the deaths of 1200 people in southern Israel and 253 people were taken hostage. In response, the Israeli military then launched a campaign in Gaza, estimates suggest that more than 28,500 people have been killed.

The British Jewish Community and particularly Jewish children are not involved in what's happening in Israel or Gaza but are clearly suffering the consequences of hate related incidents. We all have a duty to promote our British Values: Democracy, Rule of Law, Respect, Tolerance, and Individual Liberty. See link for resources:

<https://cst.org.uk/antisemitism/educational-resources/education-in-schools>

Through the course of your work, if you witness any antisemitic incidents and/or language, please report this to one of the Safeguarding Team. Equally, if you would like advice and guidance on how to discuss this issue with learners/clients, please speak to your line manager or one of the Safeguarding Team.

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.

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

Dee John
deirdre.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://hampshirepall.co.uk)

Hampshire Safeguarding Children Partnership provide a variety of training opportunities
[February Training Opportunities - Hampshire SCP](#)

The Hampshire Safeguarding Adult board also offers training topics which you might find interesting



[E-Learning and Podcasts | Hampshire Safeguarding Adults Board \(hampshiresab.org.uk\)](https://hampshiresab.org.uk)

Good to know:

Updated exam windows

March	No planned Exams available		
April	22 nd – 26 th	Monday, Tuesday, Wednesday, Thursday, Friday	All including YPL Exams and Controlled Assessments Includes Multiply
TBC	TBC	TBC	Havant Plaza Exam only
May	No Planned Exams available		
June			
June	7 th	Friday	Multiply only
June	24 th – 28 th	Monday, Tuesday, Wednesday, Thursday, Friday	All including YPL Exams and Controlled Assessments
July			
July	24 th – 26 th	Wednesday, Thursday, Friday	

Salary, expenses, and benefits

Check out the benefit pages detailing schemes that you can join (some with a cost) as a Hampshire County Council Employee.

[Benefits | Staff and managers \(hants.gov.uk\)](https://hants.gov.uk)

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)

Attachments:

Adult Learning CPD Calendar Spring

Digital Factsheet: Tricider

EDI Calendar

South-East Prevent Feb Newsletter