

Induction and Personal Development Framework*

STUDY HARD AND SMART	PLAN YOUR NEXT STEPS	BE SAFE AND WELL	BE SUPPORTED AND INVOLVED
<ul style="list-style-type: none"> • Library and Learning Resources • Digital Systems • Independent Learning • Personal Development Skills Assessment 	<ul style="list-style-type: none"> • Careers Advice and Guidance • Swap Don't Drop! • Work Experience and Placement • Career and Progression Pathway Plan (CaPPP) 	<ul style="list-style-type: none"> • Health and Safety • Online Safety • College Values and British Values • High Expectations for Behaviour and Conduct 	<ul style="list-style-type: none"> • Support Services • Student Council • Student Representatives/Voice • Safeguarding • Prevent

Learning to Learn	Attitudes to Learning & Work	Work Readiness	Next Steps (inc Careers)	Health & Wellbeing	Being Safe	Citizenship	Equality, Diversity & Inclusion	Character & Confidence
<p>This means:</p> <ul style="list-style-type: none"> ✓ we support students/apprentices to learn how to learn, build on their study skills over time, which ensures they have the best possible opportunity to succeed ✓ we provide students/apprentices with exposure to a variety of learning resources which enable them to study well and reach their learning goals 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we have a strong focus on attendance and punctuality to learning/work, so that students/apprentices gain valuable employability skills ✓ we actively motivate and encourage positive attitudes to learning/work as they are important predictors of attainment/success and support students/apprentices to maintain a calm, orderly environment in the College/work 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we prepare student/apprentices to gain work related skills not only through work/industry placements but also through encounters with employers/businesses ✓ we facilitate preparatory 'work readiness' learning to gain the necessary knowledge to underpin the skills and behaviours expected in the workplace 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we provide an effective work experience offer to encourage our students/apprentices to make good choices and know what they need to do to reach and succeed in their chosen career ✓ we support readiness for the next phase of education, training or employment so that student/apprentices can make the transition to the next stage successfully 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we develop students/apprentices' understanding of how to keep physically and mentally healthy and maintain an active lifestyle ✓ we develop an age-appropriate understanding of healthy relationships through appropriate relationship and sex education 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we explore with students/apprentices the expectations for our environment so they feel safe and know we do not accept bullying, harassment or discrimination or peer-on-peer abuse – online or offline ✓ we ensure that staff deal with any issues quickly, consistently, and effectively and teach student/apprentices what their responsibility is to support this 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we develop students/apprentices to be responsible, respectful and active citizens who know how to become involved in public life as part of the College, UK and as a global citizen ✓ we teach student/apprentices' how to apply our College values and the British Values we have as a country 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we promote equality of opportunity so that all student/apprentices understand that difference is a positive, not a negative, and that individual characteristics make people unique ✓ we promote an inclusive environment that meets the differing needs of all student/apprentices, irrespective of their protected characteristics 	<p>This means:</p> <ul style="list-style-type: none"> ✓ we develop student/apprentices' character. This gives student/apprentices the qualities they need to flourish in our society ✓ we develop student/apprentices' confidence, resilience and knowledge so that they can keep themselves mentally healthy

*adapted from the Ofsted Education Inspection Framework 2019

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