

May 2025 Edition

**Busy  
Bees.**  
Education and Training

# **LEARNER** NEWS

## **In this issue...**

**Local Elections**

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**Have you ever wondered  
what next?**

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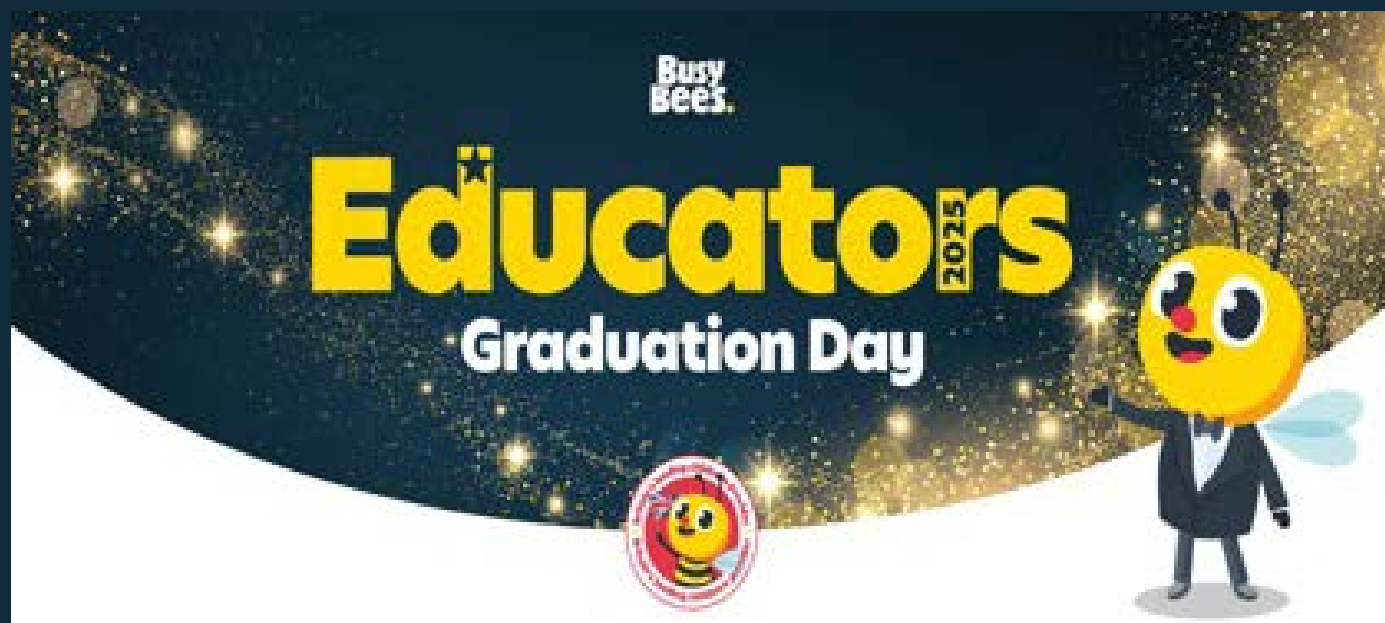
**National Share a Story  
Month**

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**Educators  
Graduation  
Day!**

A cluster of yellow and gold stars of various sizes, some with motion lines, trailing upwards from the bottom right towards the 'Educators Graduation Day!' text.





# Educators Graduation Day 2025

Invites have been sent to all internal apprentices who have successfully achieved their apprenticeship to attend a formal graduation ceremony to celebrate their success with loved ones, and staff from Busy Bees Education and Training. You will be welcome to the ceremony with welcome drinks and then will wear your cap and gown as you officially graduate from your apprenticeship.

Events are taking place at various locations across the country throughout the year, and we look forward to celebrating your success with you. If you haven't done so already, please speak with your line manager to attend this celebration of achievement.

## Event details and Venues

14/06/2025 - The Queens Hotel, Leeds

28/06/2025 - Doubletree by Hilton, Milton Keynes

12/07/2025 - The Hilton Hotel, Woking

04/10/2025 - The Assembly Rooms - Edinburgh



# Theory of the Month: Piaget's Theory of Cognitive Development

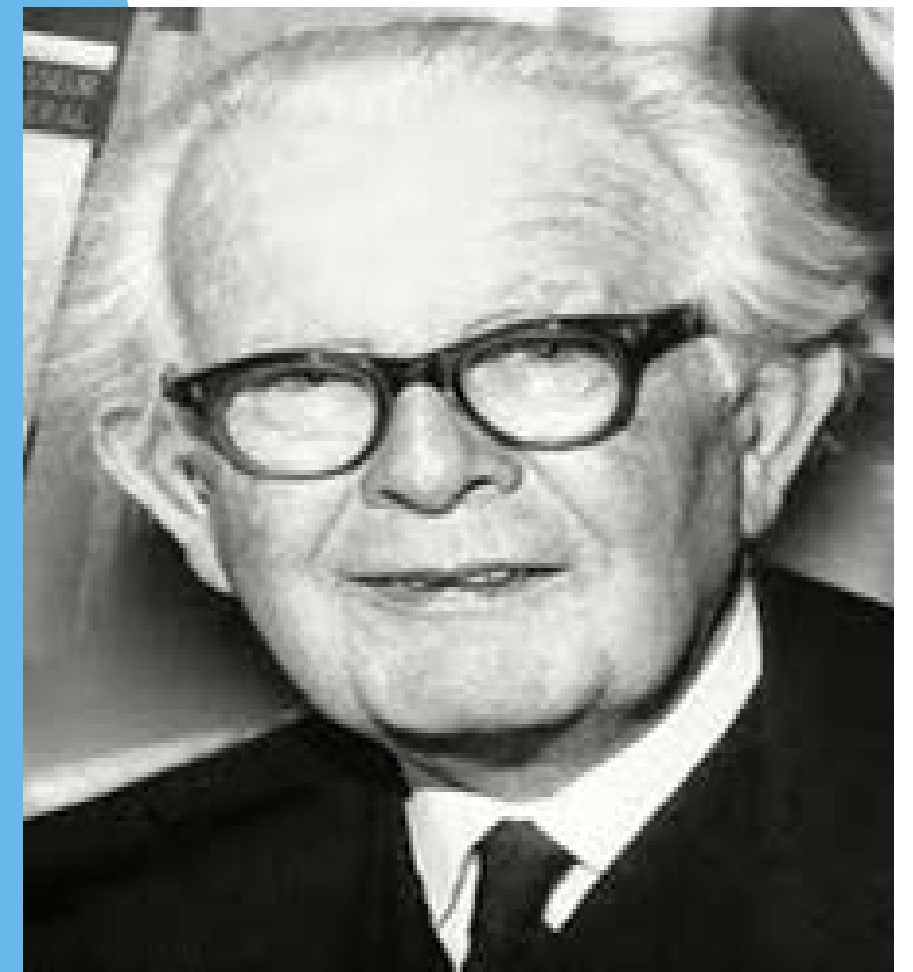
Jean Piaget developed his interest in children's learning through carrying out intelligence tests. Having been a Zoologist, and developing understanding of intelligence tests, he later went on to look at the way children learn which led to his theory of Cognitive Development. Piaget's theory of cognitive development is influential within the Early Years Sector in planning and supporting children's development.

Piaget's theory can sometimes be referred to as a "Constructive approach" as he believed children constructed their thoughts based on experiences around them, which led him to develop the different stages of his theory. Piaget suggested that children develop different thoughts to us which helps them to construct their ideas. He felt that as children developed so does their cognitive thinking. He then grouped children's cognitive development into four broad stages. Stage one is the Sensori-Motor which takes place at age 0-2 years. During this stage, there will be development of object permanence. Stage two is the pre-operational stage which takes place at age 2-7 years, where children use symbols through play and in thought. They also develop egocentrism, centration, animism, and inability to conserve. Stage three is the Concrete Operational stage which takes place between the ages of 7-11 years where children develop the ability

to conserve and can start to solve mental problems using support such as objects. The final stage is the Formal Operational stage which takes place between 11 and 15 years, where they can think about situations they have not experienced and can juggle ideas in their minds. During these stages children will go through different stages of learning, including the assimilation stage, equilibrium stage, disequilibrium stage and accommodation stage. Each links closely with the different stages of cognitive development.

Piaget's theory has influenced the early years sector as they provide more hands-on learning experiences, for example the role of child-led play and how this helps children to develop. In addition to this, educators also plan activities based on the developmental needs of the children and their interests.

**EPA!**



**Piaget's theory influences many policies within the UK, particularly the Early Years Foundation Stage, which shows the developmental stages children go through in relation to cognitive development.**

**Scan the QR code to learn even more about Piaget's Theory of Cognitive Development.**





## Off-the-job

Off the job is a requirement of all individuals completing an apprenticeship, no matter what the level or qualification is. You will have a minimum number of hours to complete over the duration of your apprenticeship and must record what new learning has taken place within your OneFile portfolio. To help prepare you for End Point Assessment, and to build a strong CPD log to support your own professional development, we have included the Myth V Fact sheet below.






## A Quality Entry

Off The Job should create new learning experiences for you as an apprentice as should be captured within your timesheet or learning journal entries. You could also consider linking your learning to the knowledge skills and behaviours within your apprenticeship standard, to help you prepare for end point assessment even further. Look at the example below of a quality off the job entry, that meets current requirements and shares clear detail on what learning has taken place.

**Off-the-job training**

**MYTH VS FACT**

**Apprenticeships**

<b>"My apprentice will spend a lot of time away from the workplace"</b>	 <ul style="list-style-type: none"><li>- Apprenticeships are about upskilling an individual. Reaching occupational competency takes time; for full-time apprentices this is an average of 6 hours per week for the duration of the programme.</li><li>- Many employers and apprentices have praised the positive effect that off-the-job training has on their productivity and apprentices feel valued by the significant investment in their training.</li><li>- Off-the-job training must be away from the apprentice's productive job role and must teach new knowledge, skills and behaviours relevant to the specific apprenticeship. It can be delivered flexibly, for example, as a part of each day, one day per week, or in blocks.</li></ul>
<b>"Off-the-job training must be delivered by a provider in a classroom, at an external location"</b>	 <ul style="list-style-type: none"><li>- This is not true. Off-the-job training can be delivered in a flexible way. This can be at the apprentice's usual place of work or at an external location. It can include for example, the teaching of theory, practical training and writing assignments.</li><li>- Providers have developed a range of delivery styles to suit employer and apprentice needs. Employers should work with them to decide when and where off-the-job training should take place and who is best placed to deliver it.</li></ul>
<b>"I need to document all of the apprentice's off-the-job training"</b>	 <ul style="list-style-type: none"><li>- A training plan must be in place from the beginning of the apprenticeship, setting out the training content an apprentice will receive and which elements count towards the off-the-job training. The apprentice's evidence pack needs to demonstrate what training has been delivered against the training plan.</li></ul>
<b>"English and maths counts towards the minimum requirement for off-the-job training"</b>	 <ul style="list-style-type: none"><li>- This is not true: English and maths (at level 2 or below) does not count towards the minimum off-the-job training requirement.</li><li>- Apprenticeships are about developing occupational competency and they are designed on the basis that the apprentice already has the required level of English and maths. Training for English and maths must be on top of occupational off-the-job training.</li></ul>
<b>"Off-the-job training can be done in the apprentice's own time"</b>	 <ul style="list-style-type: none"><li>- An apprenticeship is a work-based programme so all off-the-job training must take place within the apprentice's normal working hours*. If planned off-the-job training is unable to take place, it must be rearranged.</li></ul> <small>*Excluding overtime</small>



"Today, I began to look over child safeguarding practice reviews to help me in developing my understanding of how these have influenced legislation changes and practice across the early years sector. Upon researching, I learnt about the case of Vanessa George, who used a mobile phone to take images of children during personal care routines. This then led me to research and learn about why mobile phones and devices are not permitted in the rooms with children. From this I then went on to read my settings policy and understand what I must do with my device to safeguard children. This off the job activity has given me new knowledge of the legal requirements and guidance on safeguarding, which links to K4 of my apprenticeship standard."

Start time 8:00 Finish time: 12:30

**EPA!**

**Are you ready  
for End Point  
Assessment?**

**Answer the questions on the link  
below, to check your End Point  
Assessment readiness.**

**[https://forms.office.com/e/  
xHYTbAcRcQ](https://forms.office.com/e/xHYTbAcRcQ)**



# Functional Skills

## Functional Skills and Teaching Session Calendars

Please take a look at the Functional Skills and Teaching session calendars to select the sessions you would like to attend. Remember to contact your development coach to ask to be booked onto these.

## Early Years Teaching Sessions Level 2 and Level 3

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Safeguarding 10.00-12.00	2 Introduction to feeding within an early years setting 10.00- 12.00	3
4	5	6 Health and safety 2.00-4.00 The reflective practitioner	7	8 Working in partnership with others 10.00- 11.30	9	10
11	12	13	14 Development, assessment, play and pedagogy 3.00-5.00	15	16	17
18	19	20 Using technology in Early Years 10.00-11.00	21	22 Equality, diversity and inclusion 10.30-11.30	23 Working in partnership with others 9.30-11.30	24
25	26	27 Development, assessment play and pedagogy 9.30-11.00	28 Health and safety 9.30-11.30 Health, wellbeing and resilience 10.30-12.00	29 Safeguarding 2.00-3.30	30	31

FUNCTIONAL SKILLS ONLINE SESSION CALENDAR - MAY 2025

	Monday	Tuesday	Wednesday	Thursday	Friday
	05/05/2025	06/05/2025	07/05/2025	08/05/2025	09/05/2025
10:15 - 11:45		Maths: Averages & Range (1)	English Reading: Comparing Texts	Maths: BIDMAS (1)	Maths: Non-Calculator (1)
12:00 - 13:30		English Writing: Formatting Texts	Maths: Interest (1)	English Writing: Grammar & Punctuation	Maths: Shapes (Perimeter, Area & Volume) (1)
13:45 - 15:15		Maths: Fractions (1)	Maths: Percentages (1)	Maths: Probability (1)	English Reading: Purpose, Facts, Opinions & Bias
19:00 - 20:30			Maths: Ratio & Scales (1)		
	Monday	Tuesday	Wednesday	Thursday	Friday
	12/05/2025	13/05/2025	14/05/2025	15/05/2025	16/05/2025
10:15 - 11:45	Maths: Angles & Bearings (2)	English: Preparing for Your Exam	Maths: Units & Measures (1)		
12:00 - 13:30		Maths: Graphs & Tables (2)			
13:45 - 15:15		Maths: Nets & Elevations (2)			
19:00 - 20:30			English Reading: Purpose, Facts, Opinions & Bias		
	Monday	Tuesday	Wednesday	Thursday	Friday
	19/05/2025	20/05/2025	21/05/2025	22/05/2025	23/05/2025
10:15 - 11:45	Maths: Averages & Range (1)	Maths: Percentages (1)	Maths: Decimals (1)	Maths: Fractions (1)	Maths: Angles & Bearings (1)
12:00 - 13:30	Maths: BIDMAS (1)	Maths: Units & Measures (1)	Maths: Probability (1)	Maths: Shapes (Perimeter, Area & Volume) (1)	English Reading: Comparing Texts
13:45 - 15:15	English Reading: Purpose, Facts, Opinions & Bias	Maths: Ratio & Scales (1)	English Writing: Formatting Texts	Maths: Preparing for Your Exam	Maths: Interest (1)
19:00 - 20:30	English Writing: Grammar & Punctuation		Maths: Non-Calculator (1)		
	Monday	Tuesday	Wednesday	Thursday	Friday
	26/05/2025	27/05/2025	28/05/2025	29/05/2025	30/05/2025
10:15 - 11:45		Maths: Graphs & Tables (4)	Maths: Units & Measures (4)	English Reading: Comparing Texts	Maths: Percentages (4)
12:00 - 13:30		Maths: Shapes (Perimeter, Area & Volume) (4)	English Writing: Grammar & Punctuation	Maths: Preparing for Your Exam	English Reading: Purpose, Facts, Opinions & Bias
13:45 - 15:15		English Writing: Formatting Texts	Maths: Fractions (4)	Maths: BIDMAS (4)	Maths: Nets & Elevations (4)
19:00 - 20:30			English: Preparing for Your Exam		



# Did you know?

Honey never spoils - even after it expires. This is due to it being low in water activity which prevents bacteria and microorganisms from growing.



Australis is wider than the Moon. The moon may have a larger surface area, but the diameter of Australis from west to east is nearly 4000km, which is larger than the moon at 3400km

Octopuses have three hearts - Two of the hearts pump blood to the gills and the third pumps blood to the rest of the body!



Strut Safe is a volunteer -operate a nonjudgmental support line who you can contact if you are going home alone until you are safe.

The organization offer a safe space for individuals and their overall goal is to make sure people get home safely. You can call strut safe if you are worried about making a journey alone, and the call handler is there to keep you company from travelling from one point to another. Calls to Strut Safe are almost always free if you have inclusive minutes within your phone package. Calls to 03 numbers are charged at normal calls rates depending on your mobile provider.

Take a look at the information for contact details and opening times of Strut Safe here - [Strutsafe.org](https://strutsafe.org)

## Useful contacts

**Mind** - for support with mental health call 03001021234

**Food Bank locations** - <https://www.trussell.org.uk/emergency-food/find-a-foodbank>

**Samaritans** - Call 116 123 or email [jo@samaritans.org](mailto:jo@samaritans.org)

**Local Mental Health support by postcode** - <https://hubofhope.co.uk/>

**Police** - call 999 in the event of an emergency

**NHS 111** - Call 111 or visit [NHS.uk/mental-health](https://www.nhs.uk/mental-health)

**Papyrus** - Suicide prevention line call 0800 068 4141 or text 88247

**CALM** - Men's mental health support Call 0800 585 858

**Refuge** - Domestic violence support for Women call 0808 2000 247

**Respect** - Men's advice line for those experiencing domestic abuse. Call 0808 801 0327





# Local Elections

Local elections have taken place across England which allowed Members of Parliament to vote for who they want to lead their constituency. 23 councils took to voting on 1st May, and some results have been surprising. This recent election was the first to take place, since the general election in July 2024.

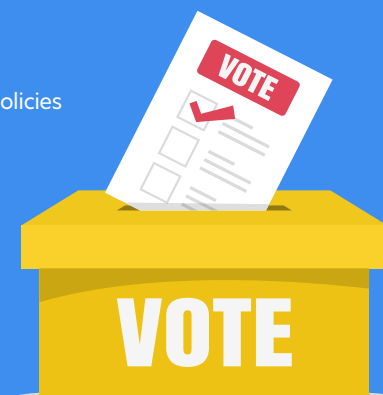
The results were difficult for the Labour and Conservative parties as the Reform party successfully secured new councils. The elections saw Reform gain 10 councils, win two mayoral contest and gained a 5th MP in Runcorn and Helsby by-election.

Each party has a different referendum, and people will vote based on their own values and beliefs, which can cause conflict. Nigel Farage, Leader of Reform is pushing to make changes including cutting of jobs in the diversity, equality and inclusion sector, like actions taken by Donald Trump, President of the United States. Farage is aiming to reduce the number of individuals that work from home and has suggested that those who work as a Diversity, Equity and Inclusion (DEI) Officer should look for another job.

DEI is a set of principles designed to make people of different backgrounds, race, gender, physical ability and socio-economic backgrounds feel support, welcomed and safe. Without the DEI officers, some may suggest there is a breach of the Equality Act 2010, and a breach of the protected characteristics.

Whether you support the Labour party, conservative, Liberal Democrats, or Reform, we must remember the British Values and how these underpin society within Britain and allow these to be the focus of any judgements we may make. You can read more about the results on the link below - <https://www.bbc.co.uk/news/election/2025/england/results>

Reform Uk -  
<https://www.reformparty.uk/policies>



## Inflation and Interest Rates



The Bank of England set rates of inflation and interest which influence the cost to consumers. In the last 12 months to March, which is below the target set by the Bank. However, inflation is set to rise again in 2025, which means more outgoings for consumers. To counteract inflation, the Bank of England will increase interest rates to make borrowing more expensive, which could impact on the economy.

For example, homeowners could face higher mortgage payments if the interest rate is high, which could mean better deals for saving are missed.

This also impacts on businesses as they may be less likely to borrow, which would create more jobs and could see redundancy take place.

Interest rates have been reduced from 4.5% to 4.25% with more cuts to follow. However, the Bank of England predicts that inflation will rise to 3.7% around July 2025

Take a look at the below link to find out more about inflation, and interest rates and how this may impact you.

<https://www.bbc.co.uk/news/articles/c17rgd8e9gjo>

**Functional Skills!**





# Health and Wellbeing

## The benefits of walking

Did you know by walking each day you can:

- Improve heart health
- Reduce the risk of chronic disease
- Delay ageing
- Lower blood pressure
- Decrease risk of diabetes
- Increase lung capacity
- Lower sugar cravings
- Improve mood
- Boost immunity
- Speed up digestion
- Aid weight loss
- Reduce the risk of strokes in women

## National Walking Month May 1st - 31st



The British Heart Foundation are running National Walking Month in May and are encouraging people to walk for healthy hearts. They are challenging people to walk 20, 31 or 50 miles in a month to help raise money for the British Heart Foundation to continue to support those who need help with heart conditions.

Did you know that 34% of people do not currently meet the recommended physical activity requirements, and walking is a great way to get started.

Some suggestions of places you can walk to get your steps in for May

- Local parks
- National trust centres
- Coastal paths and beaches
- Using stairs instead of lifts
- Walking your dog
- Walking with friends





# National Share A Story Month May 2025



**National share a story month is a celebration that takes place annually to celebrate storytelling and story sharing. This year's theme focuses on Saving the World, One Book at a Time. This theme is designed by The Federation of Children's Book Groups to capture the joy of story telling and the importance of the local environment to our health and wellbeing.**

A new booklist has been published on the below website which encourage children to look after their environment.



## What's going on in May



### Coeliac awareness month 1st -31st May 2025

Coeliac Awareness Month is in full force this month to raise awareness of Coeliac disease, which can affect 1 in every 100 people.

Coeliac disease causes people's immune systems to reach when consuming food that contains gluten by attacking the small intestine and causes a range of health problems.

So what are the signs of Coeliac disease? These could include fatigue, stomach pain, bloating, nausea, neurological issues and anaemia which can all indicate an intolerance to gluten.



### Big Asthma Bake Sale May 2025

Did you know, Asthma affects 8 in every 100 people in the UK. Symptoms can include wheezing, breathlessness a cough or tight chest and can worsen quickly, leading to an asthma attack. Exercise, allergies or changes in weather can all cause potential triggers for people who live with the condition. The Big Bake sale is there to encourage people to bake and sell their delicious treats to raise money for Asthma charities to continue to fund research into the illness. Have a look at the below advice to support with Asthma

# Safeguarding

**What's  
happening  
in your area?**

## Scotland

Six men arrested in gangland probe appear in court

[Click here to read more](#)

## Yorkshire and the Humber

Paedophile targeted girls on social media - police

[Click here to read more](#)

## North East

Sunderland sex attacker jailed for assault on drunken stranger in a city centre alleyway

[Click here to read more](#)

## North West

Woman faces trial after allegedly trying to abduct baby in pram in Blackpool

[Click here to read more](#)

## East Midlands

Teacher's crystal meth use was a 'weekend problem'

[Click here to read more](#)

## West Midlands

Five deny murder of man who was fatally stabbed

[Click here to read more](#)

## East of England

Teenager, 16, charged after two pupils injured in 'knife incident' at Caddington school

[Click here to read more](#)

## South West

'I was drugged and raped by my husband for years'

[Click here to read more](#)

## South East

Twickenham Montessori nursery worker caught on CCTV as she mistreated 24 babies, court hears

[Click here to read more](#)

## London

London pair arrested after teenager has 'neck cut' in Watford attack

[Click here to read more](#)



# Have you ever wondered what next?

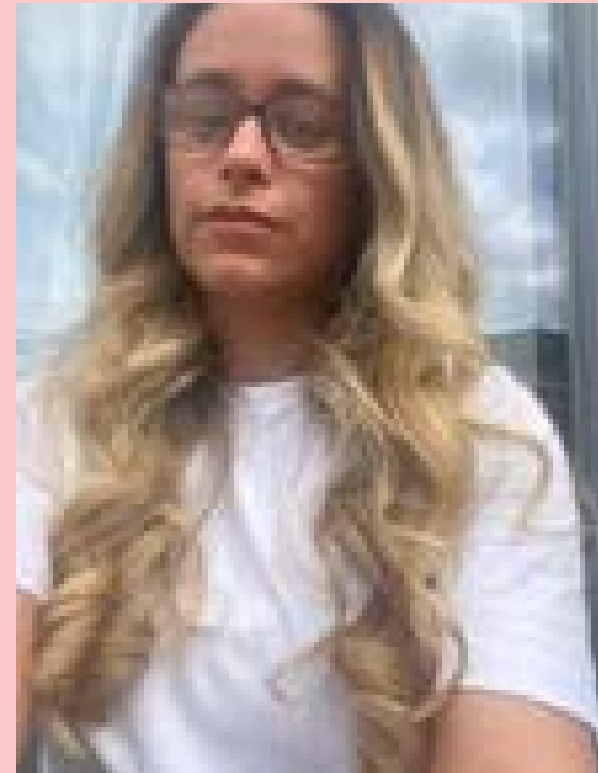
Emma started her career in the Early Years Sector as a volunteer administrator for a family members nursery whilst on maternity leave. Emma also spent time working the toddler room as a volunteer, where she enjoyed working with the children and staff team. Emma was then presented with the opportunity to complete her level 2 apprenticeship in early years. After successful completion, Emma went on to achieve her level 3 and team leader qualifications. Emma then spent several years working in the nursery, developing her skills and knowledge of working with children to support learning and development.

As Emma's children grew up, she wanted to look at a new career path. Emma always admired the support and guidance her Assessor provided during her apprenticeships, which led her to apply for the role of an assessor in 2017. Emma then successfully completed her Assessors Award, Level 3 in Education and Training, and her IQA award.

During Emma's time as a Development Coach, she supported learners to achieve their apprenticeships across the Early Years Sector. In October 2021, Emma was promoted to a Regional Manager, overseeing a team of Development Coaches across Southeast England.

Emma's role is vast, and some of her responsibilities include, managing a team of staff, including carrying out 1-2-1 meetings to review key performance indicators. In addition to this Emma is responsible for monitoring and managing data across her team, to ensure apprentices achieve in a timely manner and ensuring compliance with the funding requirements. Emma will work with her team to plan timely achievers, and work in partnerships with external stakeholders to ensure that interventions and put in early to support completions.

As part of Emma's role she also works across teams within the business, to ensure the learners journey is a smooth. This includes working with Area Directors to provide updates and address any issues that may arise.



**This month we spoke with Emma, a Regional Manager within Busy Bees Education and Training.**

## We asked Emma...

### **What advice would give to apprentices?**

You are never too old to learn! I did not start my training until I was on maternity leave, and although it may seem scary, it is all worth it in the end.

### **How do you use Math and English within your current role?**

I use English to write emails, completion of data reviews and checking SPAG. Using my speaking and listening skills to attend meetings with team members, area directors, and centre directors. Math's, I use when working out time on programme for learners. I use problem solving skills when forecasting for learners to come in and working out percentages to look at target and actual progress.

### **What transferable skills do you use within your role?**

Problem solving skills, time management skills, and leadership skills are something I use frequently in my role.

### **How do you incorporate British Values within your team?**

I encourage my team to have their say and share their thoughts and opinions. I am aware of rules, policy and procedure and ensure these are followed by team and I, such as funding rules. I am open for sharing ideas and suggestions and encourage my team to do the same.

**We would love to hear your ideas and suggestion of content you would like to be included in our future editions. Please scan the QR code to share your thoughts and ideas:**

