

## **Learner Induction Policy**

This policy sets out the approach to induction into courses with OnBoarding Group Limited that learners can expect to experience as a stage in the learner journey.

### **Purpose of Induction**

Induction to a course of learning is a two-way process that will allow learners to establish that the course they intend to follow is appropriate to their needs and aspirations and allow OnBoarding Group Limited to appropriately advise learner choice and plan for the delivery of courses according to the needs of learners.

The following outcomes will be achieved as a result of induction:

- Learners will understand the expectations of them before commencing learning, allowing them to prepare for their course in order to achieve their potential.
- The suitability of the course in terms of the learner's current capabilities and aspirations will be confirmed or, if the learner is not yet ready to commence the course, there will be appropriate signposting to other provisions.
- Learners will understand their rights and responsibilities whilst studying with OnBoarding Group Limited and be advised and aware of processes relating but not limited to health and safety, safeguarding, equality and diversity, complaints, and learner support.
- Information will be shared to allow learners the opportunity to establish progression opportunities from the course, into other learning.

### **Delivering Induction**

Induction is scheduled to take place before the commencement of learning and is an integral part of the preparation of both learner and teaching practitioner for success. As such, it is a key element of the learner journey and provides valuable opportunities, alongside initial enrolment, and initial assessment activities, to establish learner needs and aspirations. These elements may all be delivered together or separately, but all must be completed before the commencement of learning, with sufficient time allowed between these activities and the formal course start to allow teaching staff to evaluate and plan for each individual's needs.

Induction should be carried out for every new course commenced by a learner, regardless of how many previous courses may have been completed, to ensure that in each instance, there is the best possible preparation for the learner to commence learning.

The following principles underlie the approach to induction:

- That there is a consistent approach across the whole OnBoarding Group Limited provision, to ensure that all learners are aware of universal policies, whilst still addressing any course-specific issues.
- Induction takes place before learning starts and directly informs the planning of all subsequent learning opportunities.

- Induction will be appropriate and proportionate to the nature of the learning taking place, whilst still ensuring that all relevant information is shared. For instance, a one-off taster workshop would require a lighter touch induction than a course that we have scheduled to run for a whole year, but learners must still have access to all the required induction elements.
- Those delivering induction will understand the purpose and remit of the approach and be properly supported to deliver it effectively.

## **Responsibilities**

Tutors are responsible for the induction of learners to their courses and the duty is included as part of the expectations around the delivery of teaching and learning. Thus, when a tutor is delivering a course, it is also expected that they will address the induction of learners as part of the delivery.

Service management will review the efficacy of the approach to induction as part of the on-going quality management and self-assessment process to ensure that it remains relevant to learners and clearly links into subsequent actions and planning.