Inclusion, Wellbeing and Equalities Professional Learning Framework:

How to Use the Framework Guide

Where to find the framework:

The Inclusion, Wellbeing and Equalities Professional Learning Framework can be found under the "professional learning" tab of the National Improvement Hub: Inclusion, Wellbeing and Equalities Professional Learning Framework | Resources | Education Scotland

What does the framework aim to do?

The Inclusion, Wellbeing and Equalities Professional Learning Framework provides access to free, national and incremental professional learning which aims to:

- Build capacity (focusing on knowledge and practice) within the education system
- Create common understanding, language and skills at all levels of the system
- Support common professional values
- Be responsive to societal and national developments
- Be engaging in its multimodal and flexible application supporting personalised individual pathways and whole-team and whole-setting approaches to professional learning.

Who is this framework for?

The Inclusion, Wellbeing and Equalities Professional Learning Framework is for all practitioners who work with children and young people, primarily working in education. This includes Early Learning and Childcare settings, schools, Community Learning and Youth Work settings, third sector settings and social work. It can also be used by those who work with adult learners, parents, carers and families.

What is included in a set of resources:

A set of resources can include any of the following:

- Downloadable Powerpoint presentations with notes for those reading through them and/or those using them as facilitated professional learning.
- Podcast
- Thinglink
- Information Sheet

If you prefer a certain type of resource, to support our review of the framework, you can let us know which resource works best for you by filling in this form.

How to use the resources:

Depending on your context and setting, there are different ways you could use the framework resources.

1. Facilitated Professional Learning

For some resources (those with downloadable PowerPoint slides), you have the option of using the framework to facilitate the professional learning of others, for example at an in-service day or as part of a department's professional development time.

Anyone who works in an educational setting can be a facilitator and use the slides to facilitate the professional learning of others.

Facilitator notes are provided for all slides in the notes section of each slide and/or as a separate Word document.

Please do not remove or change any of the slides provided. Facilitators are welcome to add slides or activities relevant to their own settings, to support discussion and exploration of the topic. Facilitators will know their audience's needs best.

For reflection or discussion activities, it is important to establish a safe space which encourages respect and honesty to ensure that everyone can participate.

2. Collaborative Professional Learning

Find a group of practitioners to look at the framework with you. Identify which resources you would like to learn from. Once you have completed the resources as self-directed professional learning (described below), get together to discuss what you have learned and how this might impact your practice. Referring to your **reflective journal** and any **information sheets** can support the discussion.

3. Self-Directed Professional Learning

Have a look at the four themes and identify which areas you would like to develop.

Complete resources at your own pace, whether it is looking at PowerPoint slides and their notes, listening to a podcast or exploring a Thinglink.

Reflective Journal

Recommend using a reflective journal or a learning log to record which resources you completed and how the learning might impact your practice. This can also be used for your GTCS Professional Review and Update or any equivalent professional review and development as appropriate.

Information Sheets

Some sets of resources include Information Sheets that summarise the key information to take away from the learning. Downloading and/or printing these documents can be a useful reminder of the learning.

4. **Combination of all the above approaches**

The resources can also be used with a combination of the above approaches. For example, you may want to introduce a theme, give staff development time to access Thinglink, listen to Podcast as a group, and then discuss at an in-service day.

Feedback form

We are keen to know what you thought of the resources within our professional learning framework and would appreciate it if you would complete this short evaluation: Inclusion, Wellbeing and Equalities Professional Learning Framework (office.com)

Your feedback will help us to improve upon these resources in the future. The survey will take approximately 10 minutes to complete.