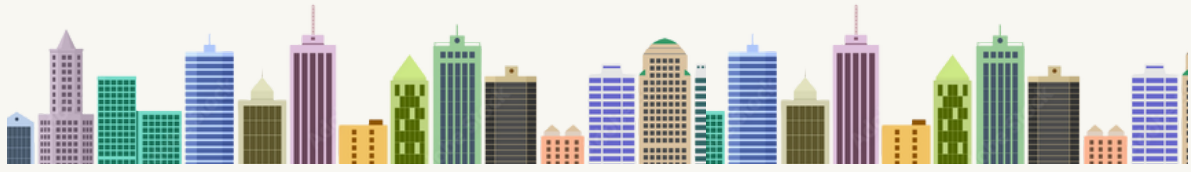


NEWSLETTER



HELLO APPRENTICES!

Welcome to this September edition of the BPP Apprentice newsletter

Charterpath™

Please find at the end of this newsletter an article detailing the volunteering opportunities available through Charterpath, a charity that connects non-profits with volunteers who have financial skills. Opportunities are available at all levels, including for learners, students and staff working in the Financial Services sector.

On 16 October, we are hosting an online 'Lunch and Learn' session with Charterpath, to promote these opportunities. The session is open to learners and staff!

PARS MESSAGING FOR RESULTS DAY



Association of
Apprentices

As students across the country receive their results, it's important to highlight the apprenticeship route as a credible and trusted pathway for those considering their post-secondary options. And now, through the Post-Apprenticeship Recognition Scheme (PARS), those who complete apprenticeships can receive post-nominals showcasing the skills they have gained during their apprenticeship and their commitment to continuous development and professional standards.

BPP apprentices, unlock your free membership of the Association of Apprentices

FUNCTIONAL SKILLS FOCUS: LOOKING FOR A NEW WAY TO DEVELOP YOUR MATHS KNOWLEDGE?

Are you ready to change the way you understand the Functional Skills maths content?

We've got some new, exciting training videos that will transform your study sessions and supercharge your exam prep!

Dive into a treasure trove of online resources packed with dynamic, concise videos that bridge the gap between your BKSBS fundamentals and the formal exams.

These engaging tutorials break down essential maths skills, reveal top strategies for tackling exam questions, and give you a sneak peek into the format of both mock and formal assessments.

Get ready to master maths like never before and complete your exams with confidence!



**Use the QR code to
access this fresh
approach to tackling
maths.**

SAFEGUARDING TOPIC OF THE MONTH

Understanding and Addressing Domestic Violence and Abuse: By Aliyah Amjad

Abuse and domestic violence are serious problems that many individuals, including students, are affected by. It's critical to understand that abuse can take many forms, including financial, emotional, psychological, and sexual. Any type of relationship, whether it be romantic, family, or even cohabitation, can experience abuse, and it frequently takes the form of a pattern of coercive, controlling, or threatening behaviour.

Understanding the Signs

Domestic abuse is not always easy to spot, especially when it occurs behind closed doors. However, there are some common signs to be aware of

Emotional and Psychological Signs:
Sudden changes in behaviour, low self-esteem, anxiety, or depression.

Physical Signs:
Unexplained injuries or frequent absences from university events and classes.

Fear:
A victim appearing fearful or anxious around their partner or someone else in their life.

Control:
A partner or housemate isolating someone from friends and family, monitoring their movements, or controlling their finances.

WHAT YOU CAN DO:

Reach Out:

If you're comfortable, talk to a trusted friend, family member, or university staff member.

Seek Support:

Contact the Safeguarding team on safeguarding@bpp.com we can support you and signpost you to local support organisations like [Women's Aid](#), [Refuge](#) or [Men's Advice Line UK](#). They can offer confidential advice and support.

Know Your Rights:

Everyone has the right to live without fear of violence or abuse. Understanding your legal rights can empower you to take action.

Resources for Help:

If you or someone you know is in immediate danger, call 999.

For confidential support, you can also contact the National Domestic Abuse Helpline at 0808 2000 247.

Remember, you're not alone, and help is available.

PREVENT TOPIC OF THE MONTH

How to stay safe from extremism and Radicalisation

Anybody could be susceptible to extremist narratives. Extremist groups tap into people's insecurities and claim to offer answers and promise a sense of identity that people often seek. Extremism can take many forms, and radicalisation often occurs gradually, making it challenging to recognise.

Definitions and key terms:

Extremism is... "the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and respect and tolerance for different faiths and beliefs."

Terrorism is... "an action or threat designed to influence the government or intimidate the public. Its purpose is to advance a political, religious, or ideological cause."

Radicalisation is... "the term commonly used to describe the processes by which a person adopts extremist views or practices to the point of legitimising the use of violence."

How to stay safe:

Stay Informed: Educate yourself about the signs of radicalisation and extremist behaviour. Understanding these can help you identify potential risks early. Learn more here:

<https://www.gov.uk/government/collections/prevent-duty-guidance>

Be Critical: Scrutinise information from unfamiliar sources and avoid echo chambers where only one viewpoint is presented. Find information on radicalisation and the government's approach to countering it here:

<https://www.gov.uk/guidance/get-help-if-youre-worried-about-someone-being-radicalised>

Seek Support: If you or someone you know is feeling isolated or influenced by extremist ideologies, reach out to family, friends and staff for support. If you're suspicious of something that could identify a terrorist threat anywhere in the UK, report it using our quick and confidential [online tool to report possible terrorist activity](#), or call the Anti-Terrorism Hotline on [0800 789 321](tel:0800789321).

The UK's current national threat level is **SUBSTANTIAL**: meaning an attack is likely.

To find out about your local risk, check out the police website [here](https://www.police.uk) and type in your postcode: [police.uk/pu/yourarea/](https://www.police.uk/pu/yourarea/)

PREVENT Activity

Your PREVENT activity this month, is to explore the ACT Early website's interactive learning tool. This resource is designed to help you understand how to spot potential signs of radicalisation and know what actions to take if you have concerns. [Scroll to "Spotting the signs of radicalisation" section to access the interactive tool. It takes just a few minutes to go through various scenarios and learn about the warning signs. After using the tool, you'll have a better understanding of how to recognise and respond to concerns about radicalisation.](#)

[If you are concerned about someone within BPP then please contact \[prevent@bpp.com\]\(mailto:prevent@bpp.com\). For more information on the Prevent Duty, please visit \[ACT Early\]\(#\) for advice and information.](#)

CAREERS FOCUS: LEADERSHIP

Would you describe yourself as a leader, perhaps at work or in your community? Would you like to become a leader and/or improve your own leadership skills and behaviours?

It is important to understand the difference between being a leader and a manager. A leader is someone who has vision but also brings people together to help turn that vision into a reality. Leaders focus on strategy and often think about the 'big picture' and long-term outcomes; for example, they will think about questions such as, 'Where do we want our organisation to five years' time and how will we get there?' Managers, on the other hand, will focus more on the implementation of the strategy and on operational matters, such as systems and structures.

Leadership styles

If an employer asked you, 'What is your style of leadership?', what would you say? There usually is no one right answer as there are many different styles of leadership. Some leaders take time to consult with other people when making decisions, while other leaders make decisions more quickly on their own. Some leaders work closely with people to build relationships and create team spirit and others work more at a distance to give more autonomy and independence to team members. Some leaders prefer a democratic leadership style but then in a crisis situation, may have to change to be more authoritarian. Regardless of preferred style and situation, it is important to remember that leaders cannot do it all on their own. They must have the skills to inspire trust and influence others to work together.

Feeling uncomfortable is part of life. It is normal to feel fear when you go outside comfort zone. It could feel like insecurity, self-doubt, self-criticism, overwork, procrastination and/or perfectionism. This can affect all aspects of life and experienced by people from all walks of life. From students to CEOs.

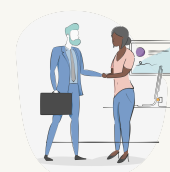
Leadership behaviours

Being an effective leader is not about directing and trying to control other people. Research done by McKinsey & Company has shown that regardless of industry, most effective leaders have four types of behaviour: they are supportive and empathetic of other people; they are results-oriented; they seek different perspectives, and they are also good at solving problems. Which of these behaviours do you exhibit? To be an effective and successful leader, it is important that you understand your strengths and motivations as well as address any areas for improvement.

Becoming an effective leader

If you are in a leadership role, this means that other people have the confidence in you and are entrusting you to lead others. There are many ways you can continue to improve your leadership skills; these include honest and open communications so your team are clear about your vision and expectations; setting clear goals and being very positive and motivational; recognising success but also taking responsibility for any failures or shortcomings. In general, people respect leaders when they lead by example and display honesty.

To develop your leadership skills, use the [BPP Futures Skills Builder](#) on BPP Futures or speak with your BPP Coach.



Student Spotlight: Bamishe Alao, Inclusion and Diversity Champion Winner.

***This** space will be used to highlight the fantastic work that apprentices are doing and all their achievements.*



Bamishe came joint first in the Inclusion and Diversity Champion category for the 2024 BPP Apprentice of the Year awards, so this month we have spotlighted her experience doing an apprenticeship for our newsletter.

What motivated you to choose the apprenticeship route?

My graduate programme included the completion of the Level 6 Senior Insurance Professional Apprenticeship programme. I was placed on the apprenticeship by my company.

Can you share some of the most valuable skills and experiences you have gained during your apprenticeship?

I have developed my time management skills. The time required to study for my CII exams and prepare my portfolio for my apprenticeship is tremendous, so I make sure to manage my time effectively. I have also learned how to prioritise my tasks accordingly.

What advice would you give to someone on their apprenticeship journey?

Make sure to manage your time effectively. I would add calendar reminders for any deadlines and upcoming exams so you know what you're working towards. This helps to make sure you get everything done in time, whilst completing your daily work tasks.

"...I would add calendar reminders for any deadlines and upcoming exams so you know what you're working towards."

What were some of the biggest challenges you faced during your apprenticeship, and how did you overcome them?

One of my biggest challenges was prioritising my studies alongside my work. It can be difficult to stay focused when work gets quite busy during certain periods. I also had to balance studying outside of work with my personal life, I wanted to complete my ACII within two years which required studying on the weekend.

How do you balance your work responsibilities with your studies and personal life?

I use my calendar to block out focused study time. I try to be as proactive as possible. I've found that planning my month in advance can be very helpful for managing my time. My work responsibilities always come first, so I have to make sure to prioritise them.

"...I've found that planning my month in advance can be very helpful for managing my time."

INTRODUCE YOURSELF!

We'd like to thank Bamishe for contributing to the Apprentice newsletter – Student Spotlight. If you'd like to be apart of the next student spotlight, please get in touch with us at apprenticenetwork@bpp.com



Volunteer your financial skills to fast-track your career

Did you know your financial skills are a superpower? At any stage of your career, from student to seasoned professional, your expertise is in high demand by charities across the country. Many non-profits have limited financial capability and welcome support with everything from bookkeeping to financial reporting and risk reviews. Volunteering is more than just giving back—it's a game changer for your career. It's a chance to develop new skills, gain real-world experience, and expand your professional network. Research shows volunteering boosts productivity, motivation, and even your prospects for senior roles.

A proper win:win for the charity AND the volunteer. Here's how:

Skills and personal development:

Volunteering lets you practice and enhance your financial and soft skills in a real world setting. Whether you're working on budgets, financial planning, or investment decisions, you'll gain hands-on experience that goes beyond the theory. Plus, facing new challenges sharpens your adaptability and problem-solving abilities—qualities that are highly valued by employers. Volunteering also broadens your perspectives, fostering empathy and improving your interpersonal skills. Education for Employers found that 80% of volunteers reported improved communication, influencing, and relationship building abilities.

Networking opportunities and professional reputation:

Volunteering connects you with a diverse group of professionals—fellow volunteers, board members, and donors. These relationships can provide valuable career advice, mentorship, and opportunities that may otherwise be out of reach. By actively contributing to meaningful projects, you also enhance your visibility and reputation in your field, making you more attractive to potential employers.

CV building and career opportunities:

Volunteering offers a unique way to gain experience in tasks directly or indirectly related to your financial skills. This hands-on experience helps you make informed career decisions and discover new areas of interest. Adding volunteer work to your CV showcases your commitment to personal growth and community involvement. Employers value candidates who show initiative and a willingness to go beyond their job duties. The same Education for Employers report found that over a third of volunteers felt their experience helped them apply for more senior roles. Don't miss out on this chance to fast-track your career.

Feeling inspired? Join us on 16th October at 1pm to hear from the Charterpath team about how volunteering can accelerate your career and get top tips to make it a success. More details [here](#).

Charterpath CIO is a UK registered charity (1207509) on a mission to connect nonprofits with volunteers who have financial skills. Follow Charterpath on LinkedIn and join our community at www.charterpath.org.uk for exclusive events and volunteer opportunities!