# Goldwyn Ashford - PSHCE Subject Statement and Long Term Plan



# **PSHCE – Statement of Intent**

The intent of our PSHCE curriculum is to deliver a curriculum which is accessible to all ensuring that each of our pupils will develop skills and attributes such as resilience, self-esteem, risk-management, team working and critical thinking in the context of three core themes: health and wellbeing, relationships and living in the wider world (including economic wellbeing and careers education). We want to make sure that each of our pupils will know more, remember more and understand more in these categories and display a further depth of knowledge by playing a successful role within our society, both as a child and as an adult within the future.

Our aim is to provide pupils with knowledge of their world locally, nationally and globally and give them the confidence to tackle many of the moral, social and cultural issues that are part of growing up within this. This will be achieved by discrete PSHCE lessons, workplace visits, our work experience programme and cross curricular themes linked with all subject areas across the school. We work closely with the Prince's Trust www.princestrust.org.uk and all students will participate in their Achieve qualifications up to Level 2.

Our pupils are encouraged to develop their sense of self-worth by playing a positive role in contributing to school life and the wider community. We challenge all of our pupils to look for opportunities to show the school values of TEAMWORK and seek leadership opportunities within the school gates and their local community.

As pupils start planning their chosen next steps, we ensure that all pupils have gained experience through the Goldwyn Careers programme called the Employment Pathway. All aspects of careers education is achieved and explored in depth through IAG, Apprenticeships (we are an ASK apprenticeship school) college visits, and employer visits in preparation for their transition. We are currently in partnership with the Careers and Enterprise Company (www.careersandenterprise.co.uk), CXK (www.cxk.org) and the EBP (www.ebpkent.co.uk).

# **PSHCE: Long Term Plan**

The PSHCE Long Term Plan reflects a key focus upon skill and attribute building, embedding of key knowledge and understanding within three core themes: health and wellbeing, relationships and living in the wider world. All students will have the opportunity to build on foundations of knowledge from KS3 to achieving qualifications in the Prince's Trust Achieve Programme at KS4 up to level 2.

| Term   | 1                        | 2                       | 3                             | 4                         | 5                      | 6                        |
|--------|--------------------------|-------------------------|-------------------------------|---------------------------|------------------------|--------------------------|
|        | Health and Well-being    | Living in the wider     | Relationships                 | Health and Well-being     | Relationships          | Living in the wider      |
|        |                          | world                   |                               |                           |                        | world                    |
| Year 7 | Transition and safety    | Enterprise skills and   | Diversity                     | Health and puberty        | Building               | Financial decision       |
|        |                          | introduction to careers |                               |                           | relationships          | making                   |
|        | Transition to secondary  |                         | Diversity, prejudice, and     | Healthy routines,         |                        |                          |
|        | school and personal      | Challenging career      | bullying                      | influences on health,     | Self-worth, romance    | Saving, borrowing,       |
|        | safety in and outside    | stereotypes and raising |                               | puberty, unwanted         | and friendships        | budgeting and making     |
|        | school, including first  | aspirations             | Topics:                       | contact, and FGM          | (including online) and | financial choices        |
|        | aid                      |                         | - Identity, rights and        |                           | relationship           |                          |
|        |                          | Topics:                 | responsibilities.             | Topics:                   | boundaries             | Topics:                  |
|        | Topics:                  | - Enterprise.           | - Living in a diverse         | - Healthy lifestyle       |                        | - Financial choices.     |
|        | - Managing emotions.     | - Careers and the       | society.                      | choices.                  | Topics:                | - Ethical and unethical  |
|        | - Transition to a new    | abilities and qualities | - Prejudice, stereotypes      | - Caffeine, smoking and   | - Self-worth and self- | business practices and   |
|        | school.                  | required for different  | and discrimination            | alcohol.                  | efficacy.              | consumerism.             |
|        | - Friendships.           | careers.                | - Bullying, including online. | - Puberty.                | - Positive             | - Budgeting.             |
|        | - Study skills.          | - Equality of           | - Responding to bullying of   | - Personal hygiene.       | relationships.         | - Bank accounts and      |
|        | - Personal strengths and | opportunity.            | any kind, including online.   | - Unwanted contact.       | - Unhealthy            | savings.                 |
|        | weaknesses.              | - Stereotypes.          | - Supporting others.          | - Female genital          | relationships.         | - Risk Taking.           |
|        | - Personal Safety.       | - Career Aspirations.   |                               | mutilation.               | - Media stereotypes.   |                          |
|        | - How to respond in an   | - Values and Career     | Key Learning (KSU)            |                           | - Romantic             | Key Learning (KSU)       |
|        | emergency situation.     | choices.                | - How to challenge            | Key Learning (KSU)        | relationships.         | - How to make safe       |
|        | - Basic first aid.       |                         | prejudice, stereotypes and    | - How to make healthy     | - Consent.             | financial choices.       |
|        |                          | Key Learning (KSU)      | discrimination.               | lifestyle choices         |                        | - How to recognize and   |
|        | Key Learning (KSU)       | - How to be             | - Recognising the signs and   | including diet, dental    | Key Learning (KSU)     | make informed choices    |
|        | - How to identify,       | enterprising, including | effects of all types of       | health, physical activity | - How to develop       | of ethical and unethical |

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|--------|-----------------------------|-------------------------|-----------------------------|----------------------------|-----------------------|---------------------------|
|        | express and manage          | skills of problem-      | bullying, including online. | and sleep.                 | self-worth and self-  | business practices and    |
|        | their emotions in a         | solving,                | - Responding to all types   | - How to manage            | efficacy.             | consumerism.              |
|        | constructive way.           | communication,          | of bullying.                | influences relating to     | - Qualities and       | - Know how to budget,     |
|        | - How to manage the         | teamwork, leadership,   | - How to support others in  | caffeine, smoking and      | behaviours relating   | using computer skills     |
|        | challenges of moving to     | risk-management, and    | variety of ways and for a   | alcohol.                   | to different types of | and built knowledge.      |
|        | a new school.               | creativity.             | variety of needs.           | - How to manage            | relationships.        | - Creating budget plans.  |
|        | - How to establish and      | - How to challenge      |                             | physical and emotional     | - How to recognise    | - Know how to open a      |
|        | manage friendships.         | stereotypes, broaden    |                             | changes during.            | unhealthy             | bank account and what     |
|        | - How to improve study      | their horizons.         |                             | - How to recognise and     | relationships.        | interest is.              |
|        | skills.                     | - How to identify       |                             | respond to                 | - How to recognise    | - How to manage risk-     |
|        | - How to identify           | future career           |                             | inappropriate and          | and challenge media   | taking behaviour.         |
|        | personal strengths and      | aspirations.            |                             | unwanted contact.          | stereotypes.          |                           |
|        | areas for development.      | - Recognise and make    |                             | - Understanding the        | - How to evaluate     |                           |
|        | - Personal safety           | links between values    |                             | need for personal          | expectations for      |                           |
|        | strategies and travel       | and career choices.     |                             | hygiene for you and        | romantic              |                           |
|        | safety, e.g. road, rail and |                         |                             | others.                    | relationships.        |                           |
|        | water.                      |                         |                             | - How to access help       | - How to seek and     |                           |
|        | - Gaining some basic        |                         |                             | and support regarding      | assertively           |                           |
|        | first aid skills.           |                         |                             | FGM.                       | communicate           |                           |
|        |                             |                         |                             |                            | consent.              |                           |
| Year 8 | Drugs and alcohol           | Community and           | Discrimination              | <b>Emotional wellbeing</b> | Identity and          | Digital literacy          |
|        |                             | careers                 |                             |                            | relationships         |                           |
|        | Alcohol and drug misuse     |                         | Discrimination in all its   | Mental health and          |                       | Online safety, digital    |
|        | and pressures relating      | Equality of opportunity | forms, including: racism,   | emotional wellbeing,       | Gender identity,      | literacy, media           |
|        | to drug use                 | in careers and life     | religious discrimination,   | including body image       | sexual orientation,   | reliability, and gambling |
|        |                             | choices, and different  | disability, discrimination, | and coping strategies      | consent, 'sexting',   | hooks                     |
|        | Topics:                     | types and patterns of   | sexism, homophobia,         |                            | and an introduction   |                           |
|        | - Medical and               | work.                   | biphobia and transphobia    | Topics:                    | to contraception.     | Topics:                   |
|        | recreational drugs.         |                         |                             | - Mental health.           |                       |                           |
|        | - Energy drinks             | Topics:                 | Topics:                     | - Myths and stigma.        | Topics:               | - Online                  |
|        | - Habits                    | - Equilty               | - Decisions, beliefs and    | - Well-being.              | - Healthy             | communication.            |
|        | - Medicine                  | - Stereotypes and       | influences.                 | - Emotions.                | relationships.        | - Social Networks.        |
|        | - Alcohol, Tobacco and      | discrimination.         | - Group-think and           | - E-safety.                | - Gender identity and | - Grooming.               |
|        | Nicotine.                   | - Wages and money       | persuasion.                 | - Unhealthy and            | sexual orientation.   | - Online bias.            |
|        | - Substance abuse.          | - Employment            | - Self-worth and            | healthy coping             | - Building new        | - Online private or       |
|        |                             | ' '                     |                             |                            |                       | public.                   |

circles.

Key Learning (KSU)
- Embedding of
knowledge about

medicinal and

- recreational drugs.
   Energy drinks and the negative nutritional effects.
- The relationship between habit and dependence.
- How to use over the counter and prescription medications safely.
- How to assess the risks of alcohol, tobacco, nicotine and ecigarettes.
- How to manage influences in relation to substance use.
- How to recognise and promote positive social norms and attitudes.

- Career choices

# **Key Learning (KSU)**

- How to be enterprising, including skills of problem-solving, communication, teamwork, leadership, risk-management, and creativity.
- Equality of opportunity in life and work.
- How to challenge stereotypes and discrimination in relation to work and pay.
- Knowledge building of employment, selfemployment and voluntary work.
- How to set aspirational goals for future careers and challenge expectations that limit choices.

- Gender identity, transphobia and genderbased discrimination.

- Homophobia and biphobia.
- Racism and religious discrimination.

# **Key Learning (KSU)**

- How to manage influences on beliefs and decisions.
- How to develop selfworth and confidence.
- How to recognise negativity and be respectful of gender identity, transphobia and gender-based discrimination.
- How to recognise and challenge homophobia and biphobia.
- How to recognise and challenge racism and religious discrimination.

strategies.

# **Key Learning (KSU)**

- Positive and negative attitudes towards mental health.
- The importance of mental health.
- How to challenge myths and stigma.
- Recognising the importance of managing our wellbeing.
- How to manage our emotions.
- How to develop digital resilience.
- Knowledge building of unhealthy coping strategies (e.g. selfharm and eating disorders) and healthy strategies (exercise etc).

- Consent.
- Sexting.
- Contraception.

### **Key Learning (KSU)**

- The qualities of positive, healthy relationships.
- How to demonstrate positive behaviours in healthy relationships.
- Knowledge building of the varieties of gender identity and sexual orientation.
- Ways of forming new partnerships and developing relationships.
- The law in relation to consent.
- The legal and moral duty is with the seeker of consent.
- How to effectively communicate about consent in relationships.
- The risks of 'sexting' and how to manage requests or pressure to send an image.
  Basic forms of
- Basic forms of contraception, e.g.

- Age restrictions.
- Online finance and risks.

# **Key Learning (KSU)**

- Knowledge building of online communication.
- How to use social networking sites safely.
- How to recognise online grooming in different forms, e.g. in relation to sexual or financial exploitation, extremism and radicalization.
- How to respond and seek support in cases of online grooming.
- How to recognise and critically assess biased or misleading information online.
- How to distinguish between content which is publicly and privately shared.
- Knowledge of age restrictions when accessing different forms of media and how to make responsible decisions.
- How to protect financial security online.

|        |                          |                          |                              |                           | condom and pill.       | - How to assess and manage risks in relation to gambling and chance-based transactions. |
|--------|--------------------------|--------------------------|------------------------------|---------------------------|------------------------|---|
| Year 9 | Peer influence,          | Setting goals            | Respectful relationships     | Healthy lifestyle         | Intimate relationships | Employability skills  |
|        | gangs                    | Learning strengths,      | Families and parenting,      | Diet, exercise, lifestyle | relationships          | Employability and   |
|        | guilgo                   | career options and       | healthy relationships,       | balance and healthy       | Relationships and sex  | online presence   |
|        | Healthy and unhealthy    | goal setting as part of  | conflict resolution, and     | choices, and first aid    | education including    | orimic presence   |
|        | friendships,             | the GCSE options         | relationship changes         |                           | consent,               |   |
|        | assertiveness, substance | process                  | Telations   Pelatiges        | Topics:                   | contraception, the     |   |
|        | misuse, and gang         | ,                        | Topics:                      | - Physical and Mental     | risks of STIs, and     | Topics:   |
|        | exploitation             | Topics:                  | - Families                   | Health.                   | attitudes to           | - Employment rights   |
|        | · .                      | - Skills and interests.  | - Parenting                  | - Life balance            | pornography            | and responsibilities.   |
|        | Topics:                  | - Strengths and          | - Relationships in the       | - Healthy eating          |                        | - Enterprise and  |
|        | - Healthy and unhealthy  | weaknesses.              | home                         | - Body image              | Topics:                | employability.  |
|        | relationships.           | - Employment and         | - Conflict                   | - Health choices          | - Sex.                 | - Feedback.   |
|        | - Online influence.      | career pathways.         | - Family changes             | - Your body your          | - Consent.             | - Online branding.  |
|        | - Group think.           | - Future employment      | - Support services           | responsibility.           | - STI's.               | - Progress.   |
|        | - Behaviour and          | - Aspirations.           |                              |                           | - Consequences.        | - Online reporting.   |
|        | communication.           | - Options and post-16.   | Key Learning (KSU)           | Key Learning (KSU)        | - Pornography.         |   |
|        | - Gangs.                 | - Decision making.       | - Knowledge building         | - The relationship        | - Sexting.             | Key Learning (KSU)  |
|        | - Knife crime.           |                          | about different types of     | between physical and      | - Online security.     | - Building knowledge  |
|        | - Drugs and alcohol in   | Key Learning (KSU)       | families and parenting,      | mental health.            |                        | about young people's  |
|        | society.                 | - Knowledge of           | including single parents,    | - Ways of balancing       | Key Learning (KSU)     | employment rights and   |
|        |                          | transferable skills,     | same sex parents, blended    | work, leisure, exercise   | - About readiness for  | responsibilities.   |
|        | Key Learning (KSU)       | abilities and interests. | families, adoption and       | and sleep.                | sexual activity, the   | - Skills for enterprise   |
|        | - How to distinguish     | - How to demonstrate     | fostering.                   | - How to make             | choice to delay sex,   | and employability.  |
|        | between healthy and      | strengths.               | - Building positive          | informed healthy          | or enjoy intimacy      | - How to give and act   |
|        | unhealthy friendships.   | - Further knowledge of   | relationships in the home    | eating choices.           | without sex.           | upon constructive   |
|        | - How to assess risk and | different types of       | and ways to reduce           | - How to manage           | - Recognising myths    | feedback.   |
|        | manage influences,       | employment and           | homelessness amongst         | influences on body image. | and misconceptions     | - How to manage their   |
|        | including online.        | career pathways.         | young people.                | - Making independent      | relating to consent.   | 'personal brand' online.  |
|        | - Knowledge building of  | - How to manage          | - Conflict and its causes in | - iviaking independent    | - The continuous       | - Habits and strategies   |

|         | 'group think' and how it affects behaviour.  - How to recognise passive, aggressive and assertive behaviour, and how to communicate assertively.  - Managing risk in relation to gangs.  - The legal and physical risks of carrying a knife.  - Positive social norms in relation to drug and alcohol use.  - Legal and health risks in relation to drug and alcohol use, including addiction and dependence. | feelings relating to future employment.  - How to work towards aspirations and set meaningful, realistic goals for the future.  - Knowledge of GCSE and post-16 options.  - Skills for decision making. | different contexts, e.g. with family and friends Conflict resolution strategies How to manage relationship and family changes, including relationship breakdown, separation and divorce How to access support services. | health choices How to take increased responsibility for physical health, including testicular self-examination. | right to withdraw consent and capacity to consent STIs, effective use of condoms and negotiating safer sex Knowledge building of the consequences of unprotected sex, including pregnancy How the portrayal of relationships in the media and pornography might affect expectations How to assess and manage risks of sending, sharing or passing on sexual images How to secure personal information online. | to support progress How to identify and access support for concerns relating to life online. |
|---------|---|---|---|---|---|--|
| Year 10 | Mental health  Mental health and ill health, stigma, safeguarding health, including during periods  | Financial decision making  The impact of financial decisions, debt, gambling and the  | Relationships and sex expectations, myths, pleasure and challenges, including the impact of the   | The influence and impact of drugs, gangs, role models and the media   | Addressing extremism and radicalisation  Community cohesion and challenging   | Work experience  Preparation for and evaluation of work experience and readiness for work    |
|         | of transition or change  Topics: - Adolescence Negative thinking.   | impact of advertising on financial choices  Topics: - Budgeting   | media and pornography  Topics: - Relationship roles and values.   | Topics: - Role models Gang culture The effects of drugs   | extremism  Topics: - Belonging Equality and   | Topics: - Career development Future opportunities Overcoming                                 |
|         | - Mental health and   | - Debt.   | - Sex, gender and   | and alcohol.  | diversity.  | challenges or adversity.   |

- emotional well-being.
- Support and treatment for mental health.
- Mental health and the media.
- Stigma, stereotypes and misinformation.

# **Key Learning (KSU)**

- How to manage challenges during adolescence.
- How to reframe negative thinking.
- Strategies to promote mental health and emotional wellbeing.
- The signs of emotional or mental ill-health.
- How to access support and treatment.
- The portrayal of mental health in the media.
- How to challenge stigma, stereotypes and misinformation.

- Targeted advertising.
- Gambling.
- Fraud and cybercrime.
- Financial risk.

# **Key Learning (KSU)**

- How to effectively budget and evaluate savings options.
- How to prevent and manage debt, including understanding credit rating and pay day lending.
- How data is generated, collected and shared, and the influence of targeted advertising.
- How thinking errors, e.g. gambler's fallacy, can increase susceptibility to gambling.
- Strategies for managing influences related to gambling, including online.
- The relationship between gambling and debt.
- The law and illegal financial activities, including fraud and cybercrime.

- relationships.
- Online relationships.
- Media and pornography.
- Consent.
- Exploitation.
- Bullying.

### **Key Learning (KSU)**

- Relationship values and the role of pleasure in relationships.
- Asexuality, abstinence and celibacy.
- Knowledge building of myths, assumptions, misconceptions and social norms about sex, gender and relationships.
- The opportunities and risks of forming and conducting relationships online.
- How to manage the impact of the media and pornography on sexual attitudes, expectations and behaviours.
- The ethical and legal implications in relation to consent, including manipulation, coercion, and capacity to consent.
   How to recognise and
- How to recognise and respond to pressure, coercion and exploitation, including reporting and

- Substance abuse.
- Pressurised or dangerous situations.
- Seeking help.

### **Key Learning (KSU)**

- Knowledge of positive and negative role models.
- How to evaluate the influence of role models and become a positive role model for peers.
- The media's impact on perceptions of gang culture.
- The impact of drugs and alcohol on individuals, personal safety, families and wider communities.
- How drugs and alcohol affect decision making.
- How to keep self and others safe in situations that involve substance use.
- How to manage peer influence in increasingly independent scenarios, in relation to substances, gangs and

- Social media.
- Conflicting views.
- Online discrimination.
- Extremism and radicalization.

# **Key Learning (KSU)**

- Knowledge building of communities, inclusion, respect and belonging.
- Knowledge of the Equality Act, diversity and values.
- may distort, misrepresent or target information in order to influence beliefs and opinions. - How to manage

- How social media

- conflicting views and misleading information.

   How to safely
- challenge discrimination, including online.
- How to recognise and respond to extremism and radicalization.

- Responsibilities in the workplace.
- Problem solving.
- Health and Safety.
- Positive online presence.
- Evaluation and building next steps.

# **Key Learning (KSU)**

- How to evaluate strengths and interests in relation to career development.
- Building knowledge of opportunities in learning and work.
- Strategies for overcoming challenges or adversity.
- Foundation knowledge of responsibilities in the workplace.
- How to manage practical problems and health and safety.
- How to maintain a positive personal presence online.
- How to evaluate and build on the learning from work experience.

|         |  | - How to manage risk in relation to financial activities.   | accessing appropriate support How to recognise and challenge victim blaming.   | crime Exit strategies for pressurised or dangerous situations How to seek help for substance use and addiction.  |  |  |
|---------|--|---|--|--|--|--|
| Year 11 | Self-efficacy, stress management, and future opportunities  Topics: - Stereotyping - Ambition - Self-efficiency - Self-concept -Stress and stress management.              | Next steps  Application processes, and skills for further education, employment and career progression.  Topics: - Using feedback constructively SMART targets Revision.            | Communication in relationships  Personal values, assertive communication (including in relation to contraception and sexual health), relationship challenges and abuse  Topics:  | Independence  Responsible health choices, and safety in independent contexts  Topics: - Safety in society Emergency first-aid Health and our body Health services Donors.            | Different families and parental responsibilities, pregnancy, marriage and forced marriage and changing relationships  Topics: - Families Parenthood. |  |
|         | - Online opportunities and time management.  Key Learning (KSU) - How to manage the judgement of others and challenge stereotyping How to balance ambition and unrealistic | <ul> <li>Post-16 and career pathways.</li> <li>Preparing for the next steps.</li> <li>Maximising opportunity.</li> <li>Working and studying.</li> <li>Work/life balance.</li> </ul> | <ul> <li>Values and emotions.</li> <li>Gender, identity and sexual orientation.</li> <li>Communication.</li> <li>Unwanted attention.</li> <li>Online troubles.</li> <li>Relationship abuse.</li> <li>The challenges of seeking support.</li> </ul> | Key Learning (KSU) - How to assess and manage risk and safety in new independent situations (e.g. personal safety in social situations and on the roads) Emergency first aid skills. | - Fertility Pregnancy about adoption and fostering Loss and bereavement Marriage.  Key Learning (KSU) - The different types                          |  |

| expectations.            | Key Learning (KSU)       | Key Learning (KSU)                       | - How to assess                         | of families and       |
|--------------------------|--------------------------|--|---|-----------------------|
| - How to develop self-   | - How to use feedback    | - Building knowledge                     | emergency and non-                      | changing family       |
| efficacy, including      | constructively when      | about core values and                    | emergency situations                    | structures.           |
| motivation,              | planning for the future. | emotions.                                | and contact                             | - How to evaluate     |
| perseverance and         | - How to set and         | - Knowledge of gender                    | appropriate services.                   | readiness for         |
| resilience.              | achieve SMART            | identity, gender                         | - The links between                     | parenthood and        |
| - How to maintain a      | targets.                 | expression and sexual                    | lifestyle and some                      | positive parenting    |
| healthy self-concept.    | - Effective revision     | orientation.                             | cancers.                                | qualities.            |
| - The nature, causes and | techniques and           | - How to communicate                     | - The importance of                     | Knowledge of          |
| effects of stress.       | strategies.              | assertively.                             | screening and how to                    | fertility, including  |
| - Stress management      | - The application        | - How to communicate                     | perform self-                           | how it varies and     |
| strategies, including    | processes, including     | wants and needs.                         | examination.                            | changes.              |
| maintaining healthy      | writing CVs, personal    | - How to handle unwanted                 | - How to manage                         | - Pregnancy, birth,   |
| sleep habits.            | statements and           | attention, including online.             | influences and risks                    | miscarriage and       |
| Positive and safe ways   | interview technique.     | - How to challenge                       | relating to cosmetic                    | unplanned pregnancy   |
| to create content online | - How to maximise        | harassment and stalking,                 | and aesthetic body                      | options, including    |
| and the opportunities    | employability,           | including online.                        | alterations.                            | abortion.             |
| this offers.             | including managing       | <ul> <li>Knowledge of various</li> </ul> | - Registering with and                  | - How to manage       |
| - How to balance time    | online presence and      | forms of relationship                    | accessing doctors,                      | change, loss, grief   |
| online.                  | taking opportunities to  | abuse, unhealthy,                        | sexual health clinics,                  | and bereavement.      |
|                          | broaden experience.      | exploitative and abusive                 | opticians and other                     | - Knowledge of        |
|                          | - Rights,                | relationships.                           | health services.                        | 'honour based'        |
|                          | responsibilities and     | - How to access support in               | <ul> <li>Knowledge of blood,</li> </ul> | violence and forced   |
|                          | challenges in relation   | abusive relationships and                | organ and stem cell                     | marriage and how to   |
|                          | to working part time     | how to overcome                          | donation.                               | safely access support |
|                          | whilst studying.         | challenges in seeking                    |   |                       |
|                          | - How to manage          | support.                                 |   |                       |
|                          | work/life balance.       |  |   |                       |
|                          |                          |  |   |                       |