

Learner Charter

Our Learning Vision

At Tiro, our vision is to deliver **transformational learning**, developing apprentices into obsessive science and technology professionals and leaders.

Our Charter

This charter sets out expectations for how learners, Tiro staff and employers will work together to engage with a transformational learning experience. We make sure the Learner Charter stays relevant through annual review with Tiro's Academic Committee.

Our Values

These are the behaviours and attributes Tiro expect to see from all learners, staff and employers:

- We think **Win-Win** exercising courage and consideration
- We have a **Growth Mindset** in everything we do, committing to expertise
- We are **Pacesetters**, striving to be a progressive role model

Our Ways of Working: Learners, Staff and Employers will...

Culture

- interact with honesty, respect and consideration
- act as progressive role models and professionally represent Tiro and employers
- value diversity and inclusion across communities, cultures and fields of expertise
- commit to academic, personal and professional development
- use online and physical resources safely and responsibly
- contribute to developing ideas, change and improvement in workplaces and industry
- be aware of the regulatory environment in which we operate

Learning and Training

- engage in high quality, transformational teaching, learning and assessment
- reflectively engage in experiential, work-based learning in partnership with employers
- proactively seek out feedback and respond to it positively
- embrace experiences that stretch and challenge knowledge, skills and behaviours
- meet expectations of conduct, attendance and assessment
- engage with training that supports personal and professional development
- communicate change effectively through pre-identified channels
- commit the time and effort needed to succeed academically and professionally

Assessment

- ensure assessment is informed by strong understanding of relevant tasks and criteria
- stay informed of the regulations that cover assessment
- commit to assessment deadlines for submission and feedback
- commit to assessment integrity and fairness

Support

- commit to wellbeing through engagement with support services
- stay informed of the support channels and mechanisms provided by Tiro
- engage with extra-curricular learning and training on modern British values, safeguarding and wellbeing

Think Win-Win – exercise courage and consideration

“Many people think in terms of either/or: either you’re nice or you’re tough. Win-win requires that you to be both. It is a balancing act between courage and consideration”
Stephen Covey

As an apprentice, you will need to work with a variety of people, including your mentor, your tutor, peer apprentices, colleagues and maybe even external clients, customers and stakeholders. Thinking ‘Win-Win’ means asking yourself:

- Does everyone win in this situation?
- Does everyone thrive or is there a loser?
- How can I respond to this situation to get the best outcome for everyone?

Staying true to this value can mean making brave decisions.

What this means we do....	What this means we don't do.....
Create mutual benefit	Avoid difficult conversations
Are honest and transparent	Make empty promises
Stand in the other person's shoes	Take things personally

Have a growth mindset - in everything you do, commit to expertise

“People with a growth mindset feel their skills and intelligence can be improved with effort and persistence. They embrace challenges, persist through obstacles, learn from criticism, and seek out inspiration in others' success” **Tophat.com**

As an apprentice and professional in your field, you need the confidence to embrace challenges, persist through obstacles and seek critical friends. Be inspired by others' success and listen to feedback to help you improve!

What this means we do....	What this means we don't do.....
Embrace change	Stop learning
Stretch ourselves	Ignore feedback
Have awareness of our impact	Take the easy path

Be a Pacesetter – strive to be a progressive role model

Pacesetter (*noun*) - a person or organization that is the first to do new or different things and so provides an example for others to follow
(Cambridge dictionary)

STEM is fast paced and always changing. You need to be proactive to stay up to date. When you lead by example, you embody pacesetting as a behaviour. As a Tiro-educated apprentice, you can strive to stay at the top of your game and be an inspiration to others.

What this means we do....	What this means we don't do.....
Be creative	Settle for the status quo
Be proactive	Get disheartened
Be prepared to challenge	Spin too many plates