

University of Plymouth
Academic Partnerships
CORNWALL COLLEGE
Programme Specification
BA (Hons) Children, Schools and
Families (Top-Up)
Academic Year 2022-2023



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HE Operations

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Please note:

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PROGRAMME SPECIFICATION

Programme Title: BA (Hons) Children, Schools, and Families (Top-Up)

Internal Programme Code: 5843 (Full Time), 5844 (Part Time)

Partner Delivering Institution: Cornwall College, St Austell

State Date: September 2022

First Award Date: (FT) July 2023, (PT) July 2024

Date(s) of Revision(s) to this Document: 21st November 2017, May 2019, May 2020/4 August 2021/21 Oct 2021/9 March 2022

Contents

PS1. Programme Details.....	4
PS2. Brief Description of the Programme	4
PS3. Details of Accreditation by a Professional/Statutory Body (If Appropriate)	5
PS4. Exceptions to the University of Plymouth Regulations	5
PS5. Programme Aims.....	5
PS6. Programme Intended Learning Outcomes (ILO)	5
PS7. Distinctive Feature.....	6
PS8. Student Numbers.....	6
PS9. Progression Route(s)	7
PS10. Admissions Criteria	8
PS11. Academic Standards and Quality Enhancement.....	9
PS13. Explanation and Mapping of Learning Outcomes, Teaching & Learning and Assessment.....	13
PS14. Work Based/ Related Learning	19
PS15. Module Summary	20

PS1. Programme Details

Awarding Institution:	University of Plymouth
Partner Institution and delivery site (s):	Cornwall College, St Austell and Duchy College, Stoke Climsland
Accrediting Body:	N/A
Language of Study:	English
Mode of Study:	Full Time / Part Time
Final Award:	BA (Hons)
Intermediate Award:	N/A
Programme Title:	BA (Hons) Children, Schools and Families
UCAS Code:	678L
HECOS Code:	100654, 100456, 100457
Benchmarks:	The Programme has been designed utilising with QAA Benchmark for Education Studies. (2019) The FHEQ has also been utilised and the programme aligns to it.
Date of Programme Approval:	April 2016

PS2. Brief Description of the Programme

The BA (Hons) Children, Schools and Families top-up builds on knowledge of working with children and young people across the workforce and will further develop understanding of the broad range of provision available in the UK and elsewhere. Students on the course will examine a range of services, systems, working practices and policies relating to children, schools and families and will cover subject areas such as sociology, psychology, philosophy, and education. The course prepares students for working with children and young people by integrating theory and practice in preparation for a rewarding career. The optional modules embedded within the programme provide the ability for students to shape their own programme of study to meet their individual interests. The programme has been developed following several years of consultation with students, who have stated that they are interested in pursuing a career in the field of education, but not teaching and that they have not identified a suitable course that will allow them to develop the skills that they believe will benefit them in pursuing their goals. The BA (Hons) Children Schools and Families programme offers modules that have been carefully chosen to provide students with the necessary knowledge, understanding and skills to help develop their careers in their chosen areas. The course is offered either on a full-time basis over one year or as a part time course over two years. This provides the choice for students to focus full time on their studies or to continue to work and study by taking advantage of the flexibility of part time provision. The degree provides the opportunity to not only up skill to degree level, but also to develop existing knowledge in areas of professional and personal interest. The course is suited to existing/recent practitioners in the children and young people's work force, along with new foundation degree graduates just beginning their career in this sector.

PS3. Details of Accreditation by a Professional/Statutory Body (If Appropriate)

N/A

PS4. Exceptions to the University of Plymouth Regulations

None

PS5. Programme Aims

This programme will deliver:

- A1. An ability to identify and evaluate a range of policy, practice, social and community issues in the context of children, schools, and families.
- A2. An understanding of skills required to carry out independent research into policy and practice.
- A3. An understanding of the factors involved in the socio-economic, cultural, and political drivers of service provision for children, young people, and families
- A4. The opportunity to explore and identify individual learning needs and develop and manage learning in the context of underpinning values within the children, schools, and families sector.
- A5. The skills required for professional reflection on and investigation into professional practice.

PS6. Programme Intended Learning Outcomes (ILO)

By the end of this programme the student will be able to:

- LO1. Evaluate practice of wider issues in the context of children, schools, and families.
- LO2. Use research methods to develop practice relating to service provision.
- LO3. Identify and critically analyse a range of issues relating to service provision for children and Families in a range of different contexts.
- LO4. Undertake effective independent research within a relevant context.
- LO5. Engage in critical professional reflection on practice.

PS7. Distinctive Feature

- The BA (Hons) Children, Schools and Families top-up is for those who want to work in a range of vocations with children and families such as Children’s Centre Manager, Community Care Worker, Family Centre Manager, Intervention Service worker, Early Years Teaching, Youth work, Social Work, Family liaison. In addition, the Charity, Voluntary and Community Sector – locally and nationally - with the trend of local authorities to commission out services. Associated careers in the media, marketing, journalism, fundraising, finance, and strategic posts such as those in Equality and Diversity and Human Resources can also be considered.
- The programme has been designed to provide the academically minded reflective professional practitioner with an opportunity to culminate their studies with a degree that offers a chance to explore the options of working in service provision that aims to meet the needs of children, schools, and families in a broad sense.
- In-depth research opportunities into areas of professional interest.
- All core modules to be delivered at Cornwall College, St Austell site
- Option modules to be delivered at Camborne (Language Learning) and Stoke Climsland (Outdoor Experiential Learning) and St Austell sites (ISM and Disability modules) for greater convenience and flexibility
- Opportunities to study with a range of professionals working with children, schools and families.
- High levels of autonomy and choice in shaping own programme of learning.
- Sharing of learning and professional experiences with others working with services relating to children, schools, and families.
- Studying that has direct relevance to professional practice.
- Application of own professional practice and experience to personalise learning depending on career direction.
- Continued personal and professional development that enhances employability.

PS8. Student Numbers

The following provides information that should be considered nominal, and therefore not absolutely rigid, but is of value to guide assurance of the quality of the student experience, functional issues around enabling progression opportunities to occur and staffing and resource planning:

Minimum student numbers per stage = 12

Target student numbers per stage = 15

Maximum student numbers per stage = 25

PS9. Progression Route(s)

Approved “progression route(s)” are those where successful achievement in this programme enables direct alignment to join a stage of another programme. This is an approach employed primarily for Foundation Degree students to “top-up” to complete a bachelor's degree but may be employed for other award types.

This is in part an automated admissions criterion and therefore progression may be impacted on by availability of a position on the progression award; however, progression opportunity, if not available in the first year of application, is guaranteed within 3 years.

Progression arrangements with institutions other than Plymouth University carry an increased element of risk. It is necessary for the delivering partner institution to obtain formal agreement from that institution to guarantee progression for existing students on the programme. For progression to Plymouth University, should there be the need to withdraw the progression route programme(s) then either this will be delayed to provide progression or appropriate solutions will be found. This arrangement is guaranteed for existing students that complete their programme of study with no suspensions or repeat years and who wish to progress immediately to the University.

Upon successful completion of the BA (Hons) Children Schools and Families programme students will be able to progress to other programmes subject to the relevant awarding bodies' admissions criteria. Further teacher education study opportunities are available such as PGCE incorporating the Diploma in Education and Training (Cornwall College Camborne and St Austell).

The contribution of marks from prior levels of study to the progression award is governed by University regulations.

PS10. Admissions Criteria

Entry Criteria (Qualifications)	Details
Functional Skills GCSE (or equivalent)	L2 Literacy and L2 Numeracy Minimum of Grade C/grade 4 in Maths, English Language and Science (if science-based programme)
AS/A Levels	BA/BSc (non-Science based) – 64 UCAS tariff points to include at least 48 points from A2 level in appropriate subjects
BTEC National Diploma/Extended Diploma BTEC L3 Diploma BTEC 90 Credit Diploma/Subsidiary Diploma	BA/BSc (non-Science based) – 64 UCAS tariff points – MPP grades in an appropriate subject BA/BSc (non-Science based) – 64 UCAS tariff points – MM grades in an appropriate subject BA/BSc (non-Science based) – 64 UCAS tariff points – in an appropriate subject and considered only with combination of other relevant level 3 qualifications
City & Guilds (land based) L3 Diploma City & Guilds (land based) Extended Diploma City & Guilds (land based) Advanced Technical Extended Diploma City & Guilds (land based) Subsidiary Diploma City & Guilds (land based) 90 Credit Diploma	BA/BSc (non-Science based) – 64 UCAS tariff points – M grades in an appropriate subject BA/BSc (non-Science based) – 64 UCAS tariff points – M grades in an appropriate subject BA/BSc (non-Science based) – 64 UCAS tariff points – MPP grades in an appropriate subject BA/BSc (non-Science based) – 64 UCAS tariff points – accepted in combination with other relevant L3 qualifications BA/BSc (non-Science based) – 64 UCAS tariff points – D grades in an appropriate subject
Access to HE Diploma	Successful completion of Access to HE Diploma with at least 45 credits at level 3 in an appropriate subject
International Baccalaureate	24 points
Irish/Scottish Highers	BA/BSc (non-Science based) – 64 UCAS tariff points to include at least 48 points from Scottish Advanced Highers/Irish Highers
Other Level 3 qualifications	Will be taken into consideration and dependent upon subject area and number of units studied
Mature Applicants (over 21)	Mature applicants with relevant experience but without the stated entry qualifications will be considered individually at interview

Accreditation of Prior Learning	www.plymouth.ac.uk
Independent Safeguarding Agency (ISA)/Disclosure and Barring Service (DBS) clearance required	Yes (if undertaking CORC377 Outdoor Experiential Services)
Capability statement	

PS11. Academic Standards and Quality Enhancement

The Programme Leader/Manager (or the descriptor) leads the Programme Committee in the Plymouth University's annual programme monitoring process (APM), as titled at the time of approval. APM culminates in the production, maintenance, and employment of a programme level Action Plan, which evidences appropriate management of the programme in terms of quality and standards. Any formally agreed changes to this process will continue to be followed by the Programme Leader/Manager (or other descriptor) and their Programme Committee.

Elements of this process include engaging with stakeholders. For this definitive document it is important to define:

Subject External Examiner(s):

An Interim visit by External Examiner (EE) (usually between January and February) will review work that has been marked, consult students and feed back to the programme manager and module leaders and course team.

Subject Assessment Panel (SAP) reviews the assessment marking and is scrutinised by the subject EE. Representatives of the team review and present their module marks for each student on the programme.

The annual Award Assessment Board (AAB) takes place with Programme Manager, the awarding body's partnership member and the External to receive the students work and confer progression or award.

Subject External Examiner(s): All the programme's modules will be covered by a single External Examiner: The EE for the BA (Hons) Children, Schools and Families will be shared with the EE for BA (Hons) Education and Curriculum Development.

We have a range of guest speakers throughout the year such as Kingwood Children Ltd, Early Help Hub, Family Support Workers, and Safeguarding Leads. Students of the HNC/FdA Children and Young People's Workforce (past and present) have been engaged with the development of the course since 2014.

Additional stakeholders specific to this programme:

Students have the opportunity to discuss the programme independently, twice a year in the Student Review. This forms part of the discussion for the annual programme monitoring in the autumn and spring of each academic year.

The Student Perception Questionnaire (SPQ) is administered during the year and feeds into the programme review.

Updated 9 March 2022

Students Representatives attend Annual Programme Monitoring (APM) to contribute student views alongside Module Leaders, the Programme Manager, and the Assistant Registrar to monitor module delivery and the course provision.

Curriculum meetings take place once a month to review progression, department provision, resources, and staffing.

PS12. Programme Structure

College	Cornwall College	Programme Title	BA (Hons) Children, Schools and Families
Academic Year	2022-2023	Mode of Attendance / Course Duration	Full Time (1 Year)
Plymouth Programme Code	5843	Total Credits	120

FHEQ level: Level 6 For: BA (Hons) Children, Schools and Families (Full Time - 5843)				
F/T Route Year	When in Year? (i.e. Autumn, Spring etc.)	Core or Option Module	Credits	Module
FT	All Year	Core	40	CORC353*- Dissertation
FT	All Year	Core	20	CORC384*- Research Methods
FT	All Year	Core	20	CORC3006 - Children's Services
FT	All Year	Core	20	CORC379 - Health Inequalities and Interventions
FT	All Year	Option	20	CORC355* - Disability: Approaches to Inclusion
FT	All Year	Option	20	CORC376 - Language Learning
FT	All Year	Option	20	CORC377 - Outdoor Experiential Services
FT	All Year	Option	20	CORC350* - Independent Study Module

*Module Shared with BA (Hons) Education and Curriculum Studies

College	Cornwall College	Programme Title	BA (Hons) Children, Schools and Families
Academic Year	2022-2023	Mode of Attendance / Course Duration	Part Time (2 Years Indicative)
Plymouth Programme Code	5844	Total Credits	120 (60 credits Per Academic Year)

FHEQ level: Level 6 For: BA (Hons) Children, Schools and Families (Part Time – 5844)				
P/T Route Year	When in Year? (i.e. Autumn, Spring etc.)	Core or Option Module	Credits	Module
Year 1 Level 6 (Part Time indicative) 60 credits				
2019/20	All Year	Core (PT1)	20	CORC384* - Research Methods
2019/20	All Year	Core (PT1)	20	CORC3006 - Children's Services
2019/20	All Year	Option (PT1)	20	CORC355* - Disability: Approaches to Inclusion
2019/20	All Year	Option (PT1)	20	CORC376 - Language Learning
2019/20	All Year	Option (PT1)	20	CORC377 - Outdoor Experiential Services
2019/20	All Year	Option (PT1)	20	CORC350* - Independent Study Module
Year 2 Level 6 (Part Time indicative) 60 credits				
2019/20	All Year	Core (PT2)	20	CORC379 - Health Inequalities and Interventions
2019/20	All Year	Core (PT2)	40	CORC353* - Dissertation

PS13. Explanation and Mapping of Learning Outcomes, Teaching & Learning and Assessment

Developing graduate attributed and skills, at any level of HE, is dependent on the clarity of strategies and methods for identifying the attributes and skills relevant to the programme and where and how these are operationalised. The interrelated factors of Teaching, Learning and Assessment and how these are inclusive in nature, are fundamentally significant to these strategies and methods, as are where and how these are specifically distributed within the programme.

Ordered by graduate attributes and skills, the following table provides a map of the above, plus an exposition to describe and explain the ideas and strategy of each. Therefore, subsequent to the initial completion for approval, maintenance of this table as and when programme structure changes occur is also important:

FHEQ level: 6 BA (Hons) Children, Schools and Families					
Definitions of Graduate Attributes and Skills Relevant to this Programme	Teaching and Learning Strategy / Methods	Prog Aims	Prog intended Learning Outcomes	Range of Assessments	Related Core Modules
<p>Knowledge / Understanding:</p> <p>The degree programme has been designed with the Subject benchmark statements education studies:</p> <p>By the end of this level of this programme the students will be able to demonstrate for a threshold pass:</p> <ul style="list-style-type: none"> • The underlying values and principles relevant to education studies • Developing personal stance which draws on individual knowledge and understanding • The complexity of the interaction between learning and contexts, and the range of ways in which participants (including 	<p>Primary:</p> <ul style="list-style-type: none"> • Lectures and tutorials • Directed independent study • Learning from work experience <p>Secondary/Supplementary:</p> <ul style="list-style-type: none"> • Case studies • Problem-solving exercises 	1, 3, 4	1, 3 and 5	Key knowledge and understanding are assessed via a combination of practice portfolios, essays, presentations and reports and research projects.	CORC384 CORC353

<p>learners and teachers) can influence the learning process</p> <ul style="list-style-type: none"> • The structures of organisations that provide services for children and their families and the purposes of such systems 					
<p>An explanation for embedding Knowledge and Understanding through Teaching & Learning and Assessment at this level of the programme: Learners will have demonstrated an ability to apply knowledge and understanding developed within the course to industry related scenarios and will be required to complete a range of vocationally based assessment.</p>					
<p>Cognitive and Intellectual Skills:</p> <p>Students will be able to demonstrate an ability to present, evaluate, and interpret qualitative and quantitative data, to develop lines of argument and make sound judgements in accordance with basic theories and concepts of their subject(s) of study. They will also be able to demonstrate the ability to evaluate the appropriateness of different approaches to solving problems related to their area(s) of study and/or work.</p> <p>By the end of this level of this programme the students will be able to demonstrate for a threshold pass:</p> <ul style="list-style-type: none"> • The ability to reflect on their own and others' value systems • The ability to use their knowledge and understanding critically to locate and justify a personal position in relation to the subject • An understanding of the significance and limitations of theory and research. • Be able to process and synthesise empirical and theoretical data, to create new syntheses and to present and justify a chosen position having drawn on relevant theoretical perspectives. 	<p>Primary:</p> <ul style="list-style-type: none"> • Class exercises • Tutorial/seminar discussions • Feedback via coursework assessment process (seminar etc.) • Research activities <p>Secondary/Supplementary:</p> <ul style="list-style-type: none"> • Policy and practice analysis in surgeries • Computer-based practical's on data and measurement problems 	<p>1, 2, 3 and 5</p>	<p>1, 2, 3, 4 and 5</p>	<ul style="list-style-type: none"> • Essays/projects/dissertations • Coursework • Seminar • Research development. Assessed discussions 	<p>CORC3006 CORC384 CORC353 CORC379</p>

<p>An explanation for embedding Cognitive and Intellectual Skills through Teaching & Learning and Assessment at this level of the programme: Learners will have demonstrated an ability to apply cognitive and intellectual skills developed within the course to industry related scenarios and will be required to complete a range of vocationally based assessment.</p>					
<p>Key Transferable Skills:</p> <p>Students will be able to demonstrate an ability to plan, manage and evaluate own skills, understanding, needs and knowledge and that of others, while providing suitable provision. Ability to develop lines of argument and make sound judgements in different situations in various areas of work with children, young people and families. Students will be orientated towards vocational application for their interest and skills, while delivering an underpinning theoretical understanding of dealing with all aspects of working with children, schools and families. Students will develop and refine employment related skills e.g. communication, reflection that they can use in a wide range of services.</p>					
<p>By the end of this level of this programme the students will be able to demonstrate for a threshold pass:</p> <ul style="list-style-type: none"> • Ability to organise and articulate opinions and arguments in speech and writing using relevant specialist vocabulary. • Analyse a range of concepts, theories and issues of policy in a systematic way • Identify and reflect on potential connections and discontinuities between each of the aspects of subject knowledge and their application in policy and within suitable contexts 	<p>Primary: Library and other research exercises Group work awareness and practice Computer-based learning and assessment Autonomous research Independent learning.</p> <p>Secondary/Supplementary:</p> <ul style="list-style-type: none"> • Class and seminar interactions and feedback 	1, 2, 3, 4 and 5.	1, 2, 3, 4 and 5.	<ul style="list-style-type: none"> • Coursework of all types • Research preparation and presentation. Assessed discussions • Seminar 	CORC3006 CORC384 CORC353 CORC379

<ul style="list-style-type: none"> Accommodate new principles and understanding of working with children, schools and families Select a range of relevant primary and secondary sources, including theoretical and research-based evidence, to extend their knowledge and understanding Use a range of evidence to formulate appropriate and justified ways forward and potential changes in practice 	<ul style="list-style-type: none"> Completion of work-related tasks Integration of work-related tasks into module assessments. Completion of coursework assessment in work-based module. 				
<p>An explanation for embedding Key Transferable Skills through Teaching & Learning and Assessment at this level of the programme: Learners will have demonstrated an ability to apply skills developed within the course to industry related scenarios and will be required to complete a range of vocationally based assessment.</p>					
<p>Employment Related Skills: <i>The interrelationship between the day-to-day work of those working with children and families, be they in schools, social care, health or any other field of employment, and the vital principles and practices found within these fields will be developed e.g. communication, reflective practice, ICT, analysing data, presenting information.</i></p> <p>By the end of this level of this programme the students will be able to demonstrate for a threshold pass:</p> <ul style="list-style-type: none"> On graduating with this degree, students should have the ability to collaborate and plan as part of a team, to carry out roles allocated by the team and take the lead where appropriate, and to fulfil agreed responsibilities. Be able to use ICT in their study and other appropriate situations. 	<p>Primary: Library and other research exercises Group work awareness and practice Computer-based learning and assessment</p> <p>Secondary/Supplementary: Class and seminar interactions and feedback</p>	1,2,3, 4 and 5	1,2,3 and 5	<ul style="list-style-type: none"> Project work Competence in a range of practice related tasks. Practice portfolio 	CORC379 CORC384 CORC353

<ul style="list-style-type: none"> • Be able to research and use the data generated from this, adapted to the range of assessments in the modules • Collect and apply numerical data, as appropriate • Present data in a variety of formats including graphical and tabular analyse and interpret both qualitative and quantitative data. 					
<p>An explanation for embedding Employment Related Skills through Teaching & Learning and Assessment at this level of the programme: Learners will have demonstrated an ability to apply practical skills developed within the course to industry related scenarios and will be required to complete a range of practical based skills assessments.</p>					
<p>Practical Skills: Students will gather, analyse and interpret skills used in working with children, young people and their families and associated services, which includes the facilitation of interdisciplinary working practice across a range of services within the sector with the voluntary, community and private sectors.</p> <p>By the end of this level of this programme the students will be able to demonstrate for a threshold pass:</p> <ul style="list-style-type: none"> • Analyse a range of concepts, theories and issues of policy in a systematic way • Identify and reflect on potential connections and discontinuities between each of the aspects of subject knowledge and their application in policy and within suitable contexts • Accommodate new principles and understandings • Select a range of relevant primary and secondary sources, including theoretical • And research-based evidence, to extend their knowledge and understanding 	<p>Primary:</p> <ul style="list-style-type: none"> • Projects and research activities. • Designated tasks • Lectures and tutorials • Learning from work • Practical activities <p>Secondary/Supplementary:</p> <ul style="list-style-type: none"> • Presentations 	<p>1, 2, 4 and 5</p>	<p>1, 2, 3, 4 and 5</p>	<ul style="list-style-type: none"> • Practical coursework • Assessed discussions • Peer assessment • Seminar 	<p>CORC353 CORC3006</p>

- Use a range of evidence to formulate appropriate and justified ways forward and potential changes in practice.

An explanation for embedding Practical Skills through Teaching & Learning and Assessment at this level of the programme:

Learners will have demonstrated an ability to apply practical skills developed within the course to industry related scenarios and will be required to complete a range of practical based skills assessments.

PS14. Work Based/ Related Learning

WBL is an essential element of Foundation Degrees and therefore needs to be detailed here. However, for all types of HE Programmes there should be an element of employability focus through, at least, Work Related Learning, and therefore the following is applicable for all:

FHEQ level: 6 BA (Hons) Children, Schools and Families					
WBL/WRL Activity:	Logistics	Prog Aim	Prog Intended LO	Range of Assessments	Related Core Module(s)
Dissertation Research Methods	Managing ethics in relation to use of vocational practice to support children and young people in a range of service provision. Planning and delivering outdoor activities for children and young people	2, 3, 4 and 5	1, 3 and 4	Evaluative report; Portfolio presentation Research report	CORC353 CORC384
<p>An explanation of this map: A range of approaches to service provision for children and families are in use within this programme. The programme, alongside the academic expectations of a degree, has an emphasis on developing practical skills; therefore, it involves scheduled sessions to allow students to learn via demonstration and practice. Employability skills are embedded throughout the programme, including the development of practical skills in taught sessions.</p>					

PS15. Module Summary

Module Code	Module Title	Assessment Mode	Short Module Descriptor
CORC353	Dissertation	CW 100%	This module will provide students with the opportunity to research and investigate a topic or subject of their choice in considerable depth. To develop their personal and professional skills and gain a deep understanding of an issue related to their own practice.
CORC384	Research Methods	CW 75% Practical 25%	To provide the student with an understanding and appreciation of the research process and the application of research methods. To enable the student to acquire, develop and deploy transferable skills in relation to researching in a wider context.
CORC3006	Children's Services	CW 100%	A critical analysis of children's services will be undertaken in this module. Students will be provided with a broad view of what it means to work in a support capacity as a reflective and reflexive professional working within children, schools and families.
CORC379	Health Inequalities and Interventions	CW 25% Practical 75%	This module provides a forum for gaining a deep understanding of how agencies and professionals work together to tackle the issues arising around health inequalities. Consideration will be given to the impact of social deprivation or background on mental health as well as physical wellbeing across all age groups. Through critical analysis students will determine how effective integrated working can make a real difference to the lives of children, young people and their families and what can happen if the process does not function correctly.
CORC355	Disability: Approaches to Inclusion	CW 100%	To provide an in-depth understanding of inclusion, the theories underpinning inclusion and the range of adjustments that can be made to support disabled people to achieve their goals.
CORC376	Language Learning	CW 75% Practical 25%	The module assesses understanding of what it means to learn language and examines the role and working practices of those who work and live with children and young people, to ensure that the effective acquisition of language takes place. The links between language learning and culture are analysed and how professional practice impacts on the development of

			<i>plurilingualism</i> and cultural entitlement within society.
CORC377	Outdoor Experiential Services	CW 25% Practical 75%	This cross-disciplinary module considers the range and type of outdoor provision available to children, schools and families in the UK and elsewhere and the responsibilities of those professionals working to support the needs of the sector. A critical review of how the outdoors is used to benefit the physical and mental wellbeing of children and young people, including an evaluation of the range of issues involved.
CORC350	Independent Study Module	CW 75% Practical 25%	This module provides the opportunity to work independently by pursuing professionally focused inquiry into a selected area. The module will offer both professional and personal development for participants working as autonomous learners.