

SkillsFit Learner Conduct Agreement

SkillsFit Learner Conduct Agreement 2025–26

Purpose • Positivity • Professionalism

Document Owner: Director / Designated Safeguarding Lead (DSL)

Last Reviewed: October 2025

Next Review: October 2026

Applies to: All SkillsFit learners

Related Policies: Behaviour & Conduct Policy, Attendance & Reintegration Policy, Safeguarding Policy, Equality & Diversity Policy, Data Protection Policy

Alignment with DfE Non-School Alternative Provision Voluntary National Standards (August 2025)

Standard	Alignment	Evidence in Document
1. Leadership & Governance	✓	Monitored by DSL and Governance & QA Board
2. Safeguarding & Welfare	✓	Commitment to safety, respect, and safeguarding reporting
3. Curriculum, Teaching & Learning	✓	Engagement with the Discover Your Purpose programme
4. Behaviour, Attendance & Reintegration	✓	Expectations, restorative practice, accountability
5. Admissions, Support & Guidance	✓	Signed at induction and shared with families and schools
6. Premises, Health & Safety	<input type="checkbox"/>	Covered in H&S policy and risk assessments

At SkillsFit, we work together to make every session positive, safe, and purposeful.

Quick Reference Summary

- ✓ **SAFE** – We look after ourselves and others.
- ✓ **RESPECTFUL** – We treat everyone fairly and kindly.
- ✓ **READY TO LEARN** – We arrive prepared and positive.

Purpose of this Agreement

The SkillsFit Learner Conduct Agreement outlines the shared expectations between SkillsFit, learners, and partner schools. It helps everyone understand what success looks like at SkillsFit and ensures that every learner feels safe, respected, and motivated to make the most of their time on programme.

By signing this document, you agree to uphold the SkillsFit values of Purpose – Positivity – Professionalism.

These values help you discover your purpose, develop new skills, and prepare for your next steps.

Our Commitment to You

SkillsFit promises to:

- Treat every learner with respect, fairness, and care.
- Provide a safe and supportive environment where you can learn and grow.
- Listen to your voice and act on feedback.
- Support your personal development through coaching and mentoring.
- Keep you safe – safeguarding is our top priority.
- Provide opportunities to celebrate your progress and recognise achievements.

Your Commitment as a SkillsFit Learner

As a SkillsFit learner, I agree to:

- ✓ **Attendance & Punctuality** – Attend all sessions on time and contact staff if I cannot attend.
- ✓ **Effort & Attitude** – Always try my best, stay positive, and support others.
- ✓ **Respect** – Use respectful language and actions towards peers, staff, and visitors.
- ✓ **Communication** – Speak to a mentor or staff member if I am worried or struggling.
- ✓ **Safety** – Follow instructions during sessions and report any unsafe behaviour.
- ✓ **Readiness for Learning** – Arrive prepared, with the right clothing and mindset to learn.
- ✓ **Professional Conduct** – Use appropriate language and behaviour at all times.
- ✓ **Digital & Online Behaviour** – Use technology safely and respectfully; no filming or photography without permission.
- ✓ **Community & Environment** – Take care of equipment, the gym, and learning areas.
- ✓ **Representation** – Represent SkillsFit positively both on-site and in the community.

Restorative Practice

If expectations are not met:

- You will always have the chance to discuss what happened, reflect, and make it right.
- Staff will support you to understand impact and repair relationships.
- Any further action will follow the SkillsFit Behaviour & Conduct Policy, but always in a fair and supportive way.

Review and Reintegration

- Your conduct and progress will be reviewed regularly through your ILP and Progress Tracker.
- Positive behaviour supports readiness for reintegration or next-step progression.
- Positive behaviour and attendance may lead to celebration rewards or ambassador opportunities.
- This agreement will be revisited during reviews to reflect your growth.

Signatures

By signing below, we confirm that we understand and agree to the expectations outlined in this agreement.

Name	Signature	Date
Learner		
Parent / Carer		
Referring School/Setting Representative		
SkillsFit Staff / Mentor		

This agreement will be stored securely in line with SkillsFit's Data Protection Policy for the duration of your placement. It forms part of your SkillsFit Induction and Progress File.