

Jessanol Ltd – Reflective Practice Policy

1. Policy Statement

Jessanol Ltd recognises the importance of reflective practice as a key component of effective learning and professional development.

Reflection supports learners to:

- consolidate learning
 - recognise strengths and areas for development
 - apply learning in real-world contexts
 - take ownership of their ongoing development
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2. Purpose

The purpose of reflective practice within Jessanol learning is to:

- support self-directed learning
 - encourage critical thinking and self-awareness
 - help learners identify what is working well and what could be improved
 - enable learners to translate learning into practical action
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3. Our Approach to Reflection

Jessanol promotes a **practical and structured approach** to reflection.

Reflection is designed to be:

- simple and accessible
 - focused on real-world application
 - relevant to the learner's role and context
 - supportive rather than time-consuming
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4. Reflective Practice Process

Learners may be guided through reflection using prompts such as:

- **What have I learned?**
- **What worked well?**
- **What was challenging?**
- **What would I do differently next time?**
- **What action will I take as a result?**

Reflection may take place:

- during learning activities
 - at the end of a learning experience
 - after applying learning in practice
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5. Methods of Reflection

Reflection may be captured through:

- structured reflection activities within courses
- short written reflections or prompts
- guided discussion (where applicable)
- digital tools or journals

Jessanol encourages reflection that is **concise, relevant, and actionable**.

6. Use of Reflection

Reflection is used to:

- support individual learner development
 - reinforce learning and application
 - inform future learning choices
 - contribute to evaluation and improvement of learning experiences
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7. Learner Responsibility

Learners are encouraged to:

- engage honestly with reflective activities

- use reflection to identify practical next steps
 - apply learning in their work context where possible
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8. Jessanol Responsibility

Jessanol will:

- embed reflective opportunities within learning design
 - provide clear and simple guidance for reflection
 - ensure reflection supports learning rather than creating unnecessary burden
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9. Continuous Improvement

Insights from reflective practice may be used (where appropriate and anonymised) to:

- improve course design and structure
- identify common challenges and learning needs
- enhance overall learner experience

Reflection contributes to Jessanol's continuous professional development and service improvement approach, supporting ongoing learning effectiveness.

10. Review of Policy

This policy will be reviewed annually or as required.

Owner: Jessanol Ltd

Role Responsible: Director

Version: 1.0

Date: 20/3/26

Next Review: 20/3/27