



PARKLANDS BULLETIN

WEEK 1



15th September - 19th September
2025

Headteacher's Message

Dear parents and carers,

We are now back into the swing of the new school year, and it is great to see that the majority of our pupils have started the year off in a really positive way. They are wearing their uniform correctly, trying their best in their lessons, and joining a variety of extra curricular clubs and activities. I'd just like to remind everyone that there are clubs and activities on every night and most lunchtimes, so please encourage your child to get involved if they don't already attend. They are able to go along and try any of the clubs to see if they like it - they don't need to sign up in advance.

Next week we have our annual Macmillan Coffee Morning. This is one of our biggest fundraising events, and is usually the one which raises the most money for charity overall. This year it will be taking place on Friday 26th September. We welcome all donations of cakes and bakes for our sale - the more cakes we create, the more money we can raise. Cakes of all sizes and flavours are welcome; including the 'showstoppers' for our Grand Cake Auctions. The auctions usually see fierce competition between the pupils (and often the staff) to place the winning bid! All money raised will be donated to Macmillan Cancer Support. Please note that due to our responsibilities under Natasha's Law (2021), we do need a full ingredients list for any cakes baked at home. In addition, the day will be cash only; pupils will not be able to buy cakes using Scopay funds. We are all looking forward to a very busy, but very enjoyable, day of cakes!

The Year 7 PGL trip will also be leaving on Friday afternoon, and I'm sure that all of the pupils attending will have a wonderful time. We look forward to hearing all about it when they return after the weekend!

I would also like to remind you that on Thursday 2nd October, school will finish for pupils at 1pm to allow us to get ready for Open Evening. Many of the children will be helping out - giving tours, speaking to parents and prospective pupils, and helping out in departments. Thank you in advance for allowing your children to help out on the evening; the parents and pupils who visit us are always really impressed by our pupils and give us lots of wonderful feedback about them.

Mrs. Batson
Headteacher

Whole School Messages

Key Dates - September and October 2025

- Friday 26th September – Macmillan Coffee Morning
- Friday 26th September – Year PGL Trip
- Thursday 2nd October – School closes at 1:00pm for Open Evening preparation.
 - Open Evening: 5:15–8:00pm
 - Headteacher's speeches: 5:30pm, 6:00pm, 6:30pm
- Thursday 16th October – Legally Blonde Drama Show, 7:00pm
- Friday 17th October – Legally Blonde Drama Show, 7:00pm
- Tuesday 21st October – Year 11 Family Revision Evening (more information to follow)
- Thursday 23rd October – Year 7 Transition Evening, 3:15–5:30pm (more information to follow)
- Friday 24th October – School closes at 3:00pm for half term
- Monday 10th November – School reopens

Y9, Y10 and Y11 same day detentions

Please be aware that if your child should receive a **BfL 1 or 0** they will be required to serve a same day detention after school from 3pm until 3.30pm. We hope this sanction may lead to an improved focus and better behaviour in lessons. We will endeavour to notify you by text message should your child need to attend the detention, however please be aware this may not always be possible depending on the time of day. For example, if your child receives a 1 or 0 during their P5 lesson we may not be able to notify you ahead of picking your child up at the end of the day. You can also monitor your child's BFL on the EduLink app under the 'Attendance' section.

Thank you for your ongoing support.

Polite reminder - Dropping items off at reception

Parents and carers are welcome to drop off forgotten items at reception, however please note that we are not able to notify pupils to let them know an item has arrived. Due to the high volume of PE kits and equipment we receive throughout the school day this is not possible. However, pupils are regularly informed and reminded that if they realise they have forgotten something they are able to check at the office to see if an item has been dropped off, even if a parent/carers hasn't been able to notify them prior. Pupils can continue to check throughout the day.

Please speak with your child to let them know that this is the protocol and therefore should they forget anything, they will know where to look.

Cashless systems - SCOPAY

To ensure smooth transactions that can be tracked and recorded for trips, food payments, uniform and more, we ask that payments are made online on SCOPAY wherever possible. We aim to reduce the amount of cash that is handled in school to improve efficiency and security. If you do not have a SCOPAY account, please email admin@parklandsacademy.co.uk stating your child's full name, form group and year group and a SCOPAY link will be sent to you. If this link does not arrive in your inbox please check your junk box.

Whole School Messages

South America House

There is a slight change to our assembly day next week. We are changing to Tuesday 23rd Sept due to the Macmillan Coffee Morning that is taking place on Friday.

Well done and thank you to all that took part in the basketball shoot out during form time. The next house competition is the language Kahoot which we will be completing during form time next Thursday.

Miss Burrill

Flu Immunisation - All years

Please see the information below for the Flu immunisation this winter. Please follow the link to complete the consent/no consent form. Any queries, please contact the number below. This information has also been sent to you via Edulink.

Many thanks.

Dear Parent/Carer,

If you would like your child to receive the flu vaccine in school this year, please follow this link to complete an online consent form. If you would like to decline, please complete a no consent form on the attached link.

<https://nhsimms.azurewebsites.net/session/34c84245>

The vaccinations will take place at your child's school on 03/12/25. The link will close on the 02/11/25. If your child has already had the Flu vaccine elsewhere since Sept 2025, please complete a 'No' to consent form. If you have any problems accessing the link, please telephone 0333 3583 397 option 2 option 1.

Lockers

We are currently allocating recently purchased lockers to pupils. Once allocated the key will either be sent out via form tutors or a message will be sent out to ask students to collect it from the office. Due to the volume this can take some time, so please don't worry if your child hasn't received their key yet. Please email admin@parklandsacademy.co.uk with any questions.

Attendance

Weekly Attendance Update

As part of our ongoing commitment to fostering a positive and successful learning environment at Parklands, we would like to provide you with an update on the overall attendance across the school. Regular attendance is essential for student success, and we want to share important information regarding current trends, key attendance goals and ways we can work together to support all of our students.

We currently have 756 students who have 100% attendance so far this year. If your child is one of these students please congratulate them and continue to encourage their attendance, it is a great achievement.

House	This week %	This year %
ANZ	95.4%	96.1%
ASA	93.9%	95.9%
EUR	95.1%	96.6%
SAM	95.4%	95.8%
AFR	94.7%	96.1%
Totals %	94.7%	95.9%

Students are expected to be in the school building at 8:25am, heading to form at 8:30am and be in form by 8:35am. If they are arriving between 8:35am and 9:15am for any reason they need to enter through the pupil entrance and be signed in at the Top Office.

Whole School Messages

Perfect 3s

Excellent Behaviour for Learning goes hand in hand with achievement. It is an excellent indicator of how your child is performing in lessons. Who's had the Perfect 3 since we've been back?

Year 7: 182 pupils to date

Year 8: 151 pupils to date

Year 9: 153 pupils to date

Year 10: 136 students to date

Year 11: 131 students to date

All: 753 students

How many had the perfect 3 in the previous week?

Year 7: 197

Year 8: 176

Year 9: 176

Year 10: 166

Year 11: 171

All: 886

Please congratulate your child if they have the Perfect 3. All BfL scores can be seen in the Edulink app.

How many pupils have a BfL score of 2.99 - 3?

Year 7: TBC

Year 8: TBC

Year 9: TBC

Year 10: TBC

Year 11: TBC

All: TBC

Students, please click the link to see what clubs, trips and activities are happening in school [Parklands Bulletin](#)

Weekly Learning Support Board - please click [here](#)



Learning Support Board
Week Commencing
22nd September 2025

"I don't care too much what happened in the past. I prefer to focus on what is coming next and I am really looking forward to it."
SEBASTIAN VETTEL

LANCASHIRE LOCAL OFFER

Special Educational Needs and Disabilities Local Offer in Lancashire

Have You Heard the News?

We are already into the fourth week of this new school year. The biggest events of this week both occur on Friday. First of all is the Macmillan Coffee Morning which has grown into a major fundraising occasion over the last few years. Later on Friday, at 2pm, the year sevens leave on the annual PGL trip. Remember that we'll be in N17 to answer any Learning Support queries.
Learningsupport@parklandsacademy.co.uk

Joke of the Week

WHAT DOES THE WEATHER FORECASTER WEAR UNDER HIS RAINCOAT?
THUNDER-WEAR!

EVOLUTION IS ALL ABOUT LOOKING FORWARD

Inspire Club Quiz

Which organisation has this logo?

Last time's answer: "Worthing"

Follow us on Instagram:
psh learningsupport

Useful Links

- ADDitude Magazine
- Autism Eye
- Autism Parenting Magazine
- British Dyslexia Association
- The Communication Trust
- FIND Newsletter
- GOV.UK Covid-19 Information
- Headspace (Meditation & Sleep)
- KOOTH Mental Health Support
- Local Offer
- NHS Urgent Mental Health Helpline
- Witherslack Group

Whole School Messages

PE Update week beginning 15th September 2025

What a week for extra curricular! We have had great attendance at all of our clubs this week and would still like to welcome anyone who is interested. We have something on almost every night after school. There is no need to sign up just look at the extra curricular timetable, choose an activity, bring a kit and attend! This half term we have:

- **Boys Football** - Y7 Monday. Y8/9 Thursday Y10/11 Tuesday.
- **Girls Football** - All years Friday
- **Netball** - , Y8-11 Monday, Y7-9 Tuesday, Y7-11 Thursday
- **GCSE Handball** - Friday
- **Rugby** - all years Thursday
- **Cheerleading** - teams are split into key stage 3 and key stage 4 and train.
Y7,8,9 Thursday, Y10/11 Tuesday
- **Pom Dance** - Y7 Monday, Y8/9 Thursday, Y10/11 Tuesday
- **Dance** - Y7 Monday, Y8/9 Wednesday, Y10/11 Thursday.
- **KS3 Badminton** - every lunch (must bring trainers)

Y10 Boys Football - An away fixture against Holy Cross. The first fixture of the season. As enthusiastic as ever, the team started out very confident displaying some great promise. Unfortunately, Holy Cross had some significant attacking pressure which outplayed our defense leading to a defeat. Well played.



Y10/11 Netball - Some valuable match play for our two teams!



**No
aerosols**

Notice - Please be advised that we have a no aerosols policy here at Parklands. This is especially important in the PE changing rooms as it is a small space and can trigger asthmatic attacks. Pupils are welcome to use other types of non-aerosol deodorants. Thank you for your support.

Whole School Messages

PE Update week beginning 15th September 2025

This week in pictures...

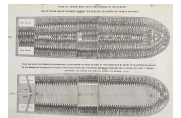


This Week in KS3 Religious Studies

As we continue into the term, our KS3 students are diving deeper into their current units of work. Below you will find three discussion questions to ask your child(ren) about what they have been learning in RS this week.

Year 7 (Ultimate Questions)

- How did the UK become a multi-faith society over time?
- What makes each person unique?
- How can being part of a community change who we are?



Year 8 (Prejudice and Discrimination)

- Who were the first known group of Black people in Britain, and how were they treated?
- What was Britain's role in the transatlantic slave trade?
- Why does David Olusoga describe some events we have looked at as "forgotten history"?

Year 9 (Human Rights and Social Justice)

- What are human rights, and why are they important?
- Why was the Universal Declaration of Human Rights written?
- Do you think human rights are always protected fairly around the world?



Whole School Messages

Macmillan Coffee Morning



Hi everyone,

I just wanted to give you some more information about our Macmillan Coffee Morning on Friday 26th September. It is an annual event we hold here in school, it has always been a great success and well supported by all. The students get the opportunity to buy cakes on the day and enjoy the great atmosphere in the Hall. Should they wish, students can take part in a cake auction and enter the Star Baker competition.

For this event to run we need support from home too. If you are able to send your child in with cakes to sell before or on the day, it would be greatly appreciated. We encourage home baking and Star Baker entries, however we know this is not possible for everyone, so shop bought are just as welcome.

Students need to bring cash (preferably change) with them on the day and they are allowed to wear a green or purple t-shirt with their uniform to show their support. We also have a fantastic raffle with some great prizes. More information to follow.

Thanks in advance, events like this cannot happen without the support of the whole school community.

Mrs K Dewhurst

kdewhurst@parklandsacademy.co.uk



Periods and PE – You are Supported!



We know that periods can sometimes be uncomfortable, but being active can often help with cramps, low mood, and tiredness.

You will not be excused from PE just for having your period – but we will support you to join in at a level that feels right for you.

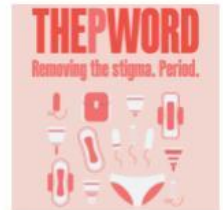
Options include lighter roles such as coaching, officiating, or doing gentler activity (e.g. walking instead of running).

Talk to your PE teacher if you are worried – we will always listen and help.

If you have strong pain or a medical condition that affects PE, let us or your parent/carer know so we can make a plan together.



- Periods are not an illness – they should not automatically prevent participation in PE.
- Adaptations and support will always be offered so pupils feel comfortable.
- Our aim is to create an inclusive environment where periods are never a barrier to taking part in PE.



ADHD AWARENESS EVENING

26TH NOVEMBER AT 6:00PM - 8:00PM

PARKLANDS HIGH SCHOOL INVITES YOU TO ATTEND AN EVENING OF INFORMATION ALL ABOUT ADHD AND ADOLESCENCE

- The ADHD parent workshop will be a **practical** and engaging session that aims to provide parents with a **clear understanding** of what ADHD really is, separating facts from common **misconceptions**, and show **how ADHD affects children at school and home**.
- Parents will gain **clear, research-based insights** and **easy to use strategies** to support their child's learning and wellbeing.
- The workshop will be delivered by **Lydia Brooks**, an Assistant Educational Psychologist who currently works for **ed-Psychology Solutions**, an educational psychology service that helps identify and meet the individual and complex needs of young people across Lancashire.
- Lydia has a Masters in **Developmental Disorders** and has supported children with a wide range of special educational needs in nursery and school settings.

All parents welcome!

Please contact Lisa Williams SENCo if you would like to attend.

Email: lwilliams@parklandsacademy.co.uk



WRAP UP LANCASHIRE



As a school we are getting behind local initiatives and charities.

If you have any unwanted WARM COATS AND JACKETS at home please bring them in and dump them in the designated bin in the FITNESS SUITE PE office.

We will take any unwanted coats and give them to charities that support the homeless, refugees, children living in poverty and people fleeing domestic violence

*Coats must have working zips and be in good condition/clean.

PE HOODIES AVAILABLE



We have a large amount of PE hoodies available in school in a range of sizes for **free**.

These can be worn during PE lessons.

Please encourage your child to come and collect one from the PE office.

We have many without initials but when these run out we can offer pre-loved hoodies that do have initials on.

First come first served.



OUR MENU WEEK 4

Choose your favorite dish



Monday

Main meal
Sausage mash veg & gravy £2.40 (60g)

Vegetarian option
Tomato and basil pasta £2.40 (GF) (63g)

Jacket Potatoes
with various fillings (37g)

Grab & Go
Sausage roll £1.50(24g)
Chicken wrap £1.90(77g)
Pizzini £1.90(23g)

Tuesday

Main Meal
Beef tacos £2.40 (GF) (49g)

Vegetarian option
Veggie enchiladas £2.40 (55g)

Jacket Potatoes
with various fillings (GF) (37g)

Grab & Go
Meat & Potato Pie £1.50(23g)
Chicken wrap £1.90(77g)
Pizza twist £2.10(25g)

Wednesday

Main Meal
Lasagna £2.40 (70g)

Vegetarian option
Cheese quiche £2.40
Jacket Potatoes (44g)
with various fillings(GF) (37g)

Grab & Go
Sausage roll £1.50(24g)
Chicken wrap £1.90(77g)
Pizza £1.50(24g)

Thursday

Main Meal
Chinese chicken curry £2.40 (GF) (70g)

Vegetarian option
Chinese curried noodles £2.40 (75g)

Jacket Potatoes
with various fillings (GF) (37g)

Grab & Go
Cheese pastry £1.50(25g)
Panini £1.90(35g)

Friday

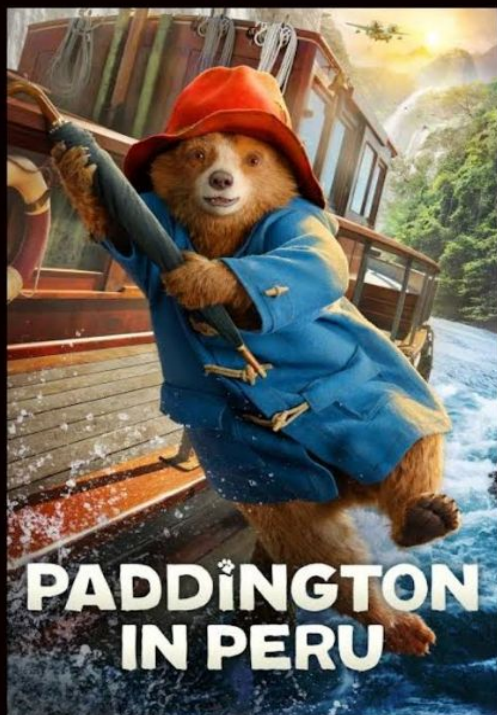
Main Meal
Cottage pie £2.40 (GF) (60g)

Vegetarian option
Mac & cheese £2.40 (65g)

Jacket Potatoes
with various fillings (GF) (37g)

Grab & Go
Sausage rolls £1.50(24g)
Chicken wrap £1.90
Chicken strips £1.50(

THE PERU CREW PRESENTS



MOVIE

Night

THURSDAY

25TH SEPTEMBER

6-8PM

TICKETS £3

BUY ON SCOPAY

YEARS 7, 8 AND 9 ONLY

See Mr Johnston in The Library for more information

Click [here](#) for career news.



As always, lots of useful information in Career News. In this week's packed edition, you will find dates for all the local college open events, news of webinars and workshops, recipes, competitions, conferences, virtual and in-person work experience opportunities, career of the week, podcasts and videos and much much more. This really is your one stop careers shop!

Earlier this week, Year 11 had an assembly and lunchtime drop-in session with Wigan & Leigh College, where they were introduced to the different subjects and courses on offer. There will be more assemblies and drop-in sessions coming up with other colleges, so that pupils can make a truly informed choice.

Careers

Runshaw College has taken the decision this year to only interview at the college, rather than in school as in previous years. Parklands has been allocated 9th February, from 4.30 - 8pm and once an application is received, the college will email the date/time of the interview.

However, Preston College and Wigan & Leigh College will still be interviewing Year 11s in school (21st and 23rd January 2026) with follow up interviews in school should these be required.

Applications for all colleges can be made online and it is important to remember that at this stage, pupils are only **reserving a place** at a college. They can change their minds about the course they have opted for at any time, right up until enrolment (as nobody is absolutely guaranteed the GCSE results they need - or they may have a rethink following New Student Day in July).

There are so many fantastic opportunities in Career News - please don't miss out. There are options for all age groups, not just Year 11s. Links or QR codes will take you straight to the offers.

During half term, there is an event at the Inspire Youth Zone - 'Broadening Horizons - Careers Event'. There will be different companies offering challenges and problem-solving activities, along with workshops where you can learn new skills. This was very well received last year, so it comes highly recommended. Email: josie.cawdry@inspireyouthzone.org to book your place.

Don't forget that you can contact me direct at any time if you have any queries about colleges, apprenticeships or careers in general: pberry@parklandsacademy.co.uk

College open events coming up:

- **Runshaw College** - Saturday 20th September, 10am - 2pm
- **Blackburn College** - Tuesday 23rd September, 4.30pm - 7.30pm
- **Westholme Sixth Form** - Tuesday 23rd September, 5pm - 7pm
- **Preston College** - Wednesday 1st October, 4pm - 7pm
- **Myerscough College** - Saturday 4th October, 10am - 2pm
- **Wigan & Leigh College** - Monday 6th October, 4.30pm - 7pm
- **Bolton Sixth Form** - Wednesday 8th October, 5pm - 8pm
- **LUSoM** - Saturday 11th October, 10am - 12.30pm

Year 11 pupils should make an effort to visit as many as possible in order to make a fully informed choice. Each college or sixth form will offer different subjects, qualifications and combinations and have different entry requirements, so it's important to make sure you will be able to do the course you want to do at the college you prefer.



BRAND NEW DODGEBALL CLUB

Get Ready to Dodge, Duck, Dive - Where the Fun Thrives .

Looking for a sport that's fast, exciting, and packed with laughs? ⚡ Come and play Dodgeball - the ultimate game of teamwork, speed, and skill! ⚡

If your child is aged between 8-12, then this session is perfect for them.

Why Dodgeball?

- ✓ Make new friends
- ✓ Stay active and healthy
- ✓ Build confidence and teamwork
- ✓ Most importantly... have loads of fun!

Booking 

EVERY WEDNESDAY
6PM - 7PM

St George's Church Hall
Halliwell St Chorley
PR7 2AL
(Next to St George's Church)

£4 each per session

JOIN NOW

📞 07716324974

✉ Thesittingduckdodgeball@outlook.com

DON'T BE A SITTING DUCK!



At The National College, our WakeUpWednesday guides empower and equip parents, carers and educators with the confidence and practical skills to be able to have informed and age-appropriate conversations with children about online safety, mental health and wellbeing, and climate change. Formerly delivered by National Online Safety, these guides now address wider topics and themes. For further guides, hints and tips, please visit nationalcollege.com.

SNAP STREAK

97

WHAT ARE THE RISKS?

What Parents & Educators Need to Know about

SNAPCHAT

AGE RESTRICTION
13+

With over 900 million active monthly users and billions of 'Snaps' sent each month, Snapchat is a popular messaging app among children and young people. It allows users to share fun, spontaneous pictures and videos with friends and family while using playful filters. One of Snapchat's unique features is that pictures, videos and messages are only viewable for a short period of time.

ARTIFICIAL INTELLIGENCE

Snapchat's use of artificial intelligence (AI) includes features like the 'My AI' chatbot and AI-powered filters, offering interactive experiences that can be fun but also pose risks. These tools may share unfiltered or inaccurate responses, promote unrealistic beauty standards, and collect personal data. Advanced filters and deepfake-style lenses can distort reality, potentially leading to manipulation, impersonation, or inappropriate content.

SCREEN ADDICTION

Snapchat boosts user engagement and daily use with features like streaks (daily Snapchat exchanges between you and a friend). When a streak's been going for a few days, users will see a 🌟 emoji. The number alongside it shows the number of days, but if users miss a day and break the streak, the only way to restore it is to pay. This encourages daily use habits, and frequent notifications can keep users returning to the app even more often.

SEXTORTION

Because Snapchat's disappearing messages feature may foster a sense of safety, users may become targets of sextortion. For example, a predator may pressure someone into sending nude images, then somehow capture those images to threaten and intimidate the victim. This might involve claiming they will share the images with friends or family unless money is paid.

SNAPCHAT+

Snapchat+ is the platform's premium subscription service, offering early access to new and exclusive features. In June 2025, Snapchat introduced a new tier called Lens+, giving subscribers access to hundreds of lenses and AR experiences for playing, creating, and sharing Snaps. These paid features may encourage young users to spend money to access exclusive content, increasing the risk of overspending or feeling pressured to make in-app purchases.

ACCESSIBILITY

Snapchat is now accessible from a web browser, meaning children can use it on a laptop or tablet without downloading the app. This can make activity harder to monitor, reduce the effectiveness of parental controls, and increase the risk of unsupervised communication or exposure to inappropriate content.

INAPPROPRIATE CONTENT

Some content on Snapchat isn't suitable for children. The hashtags used to group content are determined by the poster, so even an innocent search term could still yield age-inappropriate results. The app's disappearing messages feature also makes it easy for young people to share explicit images on impulse – so sexting continues to be a risk associated with Snapchat.

Advice for Parents & Educators

ACCESS THE SNAPCHAT FAMILY SAFETY HUB

Created with guidance from Common Sense Media, Snapchat has developed a Family Safety Hub that explains how the app works and how to use its in-app protections for teens. It's recommended that you review this guidance before allowing a child to download Snapchat. Remember, the app is only intended for children aged 13 and over.

ENCOURAGE OPEN DISCUSSIONS

Snapchat's risks can be easier to handle if you nurture an open dialogue. Talk about scams and blackmail before letting children sign up. If they're lured into a scam, encourage them to tell you immediately. Talk openly and non-judgementally about sexting, emphasising its inherent risks. Furthermore, explain how popular 'challenges' on the platform can have harmful consequences.

BLOCK AND REPORT

If a stranger connects with a child on Snapchat and makes them feel uncomfortable by pressuring them to send or receive unwanted or inappropriate images, the child can tap the three dots on that person's profile to report or block them. There are options to state why they're reporting that user, with a tailored reporting section under the 'Nudity and Sexual Content' category. In this category, there's the option to report somebody for threatening to leak sexually explicit images, or 'nudes'.

USE PRIVACY SETTINGS TOGETHER

Sit down with the children in your care and explore Snapchat's privacy settings as a shared activity. You can help them adjust who can contact them, view their stories, or see their location on Snap Map. It's a good opportunity to explain why some settings are safer than others, reinforcing their understanding of online boundaries. Encourage them to regularly review these settings, especially after app updates or changes in their friendship groups.

Meet Our Expert

Dr Claire Sutherland is an online safety consultant, educator and researcher who has developed and implemented anti-bullying and cyber safety policies for schools. She has written various academic papers and carried out research for the Australian Government comparing internet use and sexting behaviour of young people in the UK, USA and Australia.



#WakeUpWednesday

The National College

Source: See full reference list on guide page at: <https://nationalcollege.com/guides/snapchat>

@wake_up_weds

/www.thenationalcollege

@wake.up.wednesday

@wake.up.weds

Users of this guide do so at their own discretion. No liability is entered into. Current as of the date of release: 17.09.2025



Parklands Preloved uniform

Pass it on, don't throw away,
A uniform's here to save the day!
Keep it going, let it flow,
Helping pupils as they grow.

Please send any preloved uniform into school
to Mrs.K O'Reilly.

Thank you.

Do you know
about...



Free school meals



If your child qualifies for free school meals,
they will have a **free meal** every school day

It's easy to find out if you qualify –

Lancashire

Website: <https://lancashire.gov.uk/children-education-families/schools/free-school-meals/>

Pupil Premium

Is **additional funding** for our school to
ensure we can support pupils
to **achieve their full potential**