

Education and Training Inspectorate

Report of a Follow-Up Inspection of

the Essential Skills Provision

in

Clanrye Training

May 2016

FOLLOW-UP INSPECTION TO THE ESSENTIAL SKILLS PROVISION IN CLANRYE TRAINING

The Education and Training Inspectorate (ETI) carried out an inspection of the essential skills provision in Clanrye Training in September 2014 when the overall effectiveness of the education and training provision was evaluated as satisfactory.

The inspection identified the need for improvement in the following key areas:

- the overly variable standards achieved by the trainees in their essential skills work, particularly their formative work;
- the limited use of the outcomes of the initial and diagnostic assessment processes to plan effectively for appropriately differentiated teaching, training and learning;
- the limited use of effective group teaching to promote learning;
- the limited evidence of appropriately contextualised formative work to support skills development at the higher levels in the essential skills;
- the limited provision at the higher levels of the essential skills; and
- the under-developed self-evaluation and quality improvement planning processes in the essential skills.

The ETI evaluated the improvement plan which was submitted by Clanrye Training following the original inspection, and the ETI acknowledged the positive response that the organisation had made, and planned to make, regarding the areas for improvement identified in the report.

The ETI carried out an interim follow-up visit in September 2015 and a follow-up inspection in May 2016.

In the interval since the original inspection, the following actions which affect the work of the organisation have taken place:

- a new essential skills co-ordinator, with a clear focus on improvement, has been appointed within a framework of organisational restructuring;
- a range of staff development needs have been identified and appropriate training has been facilitated to increase the range of learning, teaching and training strategies through appropriate continuing professional development;
- a tutor mentoring process has been put in place;
- a more comprehensive range of support has been put in place for the trainees to help them to target, and to achieve, the higher levels of the essential skills, where appropriate;
- a wider range of initial and diagnostic assessment processes has been put in place and the outcomes of these processes are being used to plan for learning, teaching and training;

- the communication within the essential skills team, and with the wider management team, has improved and supports the management of the essential skills provision;
- the data capture processes have been reviewed and now support the self-evaluation and quality improvement planning processes; and
- the physical learning environment for trainees has been improved.

Key findings as a result of the follow-up inspection.

- The high level of commitment to improvement demonstrated by the senior management and evidenced by the significant investment in the essential skills provision.
- The more effective management and co-ordination of the essential skills provision.
- The increased range of structures and processes now in place, including tutor observations and monthly reviews with the essential skills tutors, to support and to develop practice.
- The effective continuing professional development opportunities for the essential skills tutors which have resulted in improvements in practice.
- The appropriate ongoing arrangements, to support improvement in the learning, teaching and training strategies, provided for the essential skills tutors by the essential skills co-ordinator, the Training for Success programme manager, and the quality and learning support co-ordinator.
- The meaningful contextualisation and embedding of the essential skills within most of the professional and technical areas and the personal development and employability aspects of the Training for Success programme.
- The revised structures for internal moderation.
- The development of a database to collate a range of relevant data to inform the self-evaluation of, and the quality improvement planning for, the essential skills.
- The improved standards achieved by the trainees across the essential skills provision and the improved progression opportunities for the trainees in the essential skills.
- The need to sustain the improvements given the recent staffing changes.

Conclusion

The provision for the Essential Skills in Clanrye Training is now good.

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