



Education and Training
Inspectorate

European Social Fund provision in
The Cedar Foundation

Inclusion Works

Report of a Quality Improvement
Planning Inspection in
November 2018



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
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Introduction

In November 2018, the Education and Training Inspectorate (ETI) carried out a quality improvement planning inspection of The Cedar Foundation to evaluate the effectiveness of the organisation's self-evaluation and quality improvement planning processes. At the last inspection in February 2017, the organisation demonstrated a high level of capacity to identify and bring about improvement.

Focus of the quality improvement planning inspection

The quality improvement planning inspection focused on the following key areas which the organisation had prioritised for improvement through its self-evaluation and quality improvement planning processes:

- the objective to drive continuous improvement of the provision through targeted staff training and development activity to ensure effective learning experiences for every participant; and
- the strategic priority to enhance the participants' learning and training experience through the use of soft skills outcome measurement.

The arrangements for safeguarding were also included.

Key findings

The inspection identified the following key findings:

- The Cedar Foundation is highly responsive and effective in providing well-targeted professional development for staff which impacts positively on high quality individualised learning and training experiences for the participants. Subsequently, the organisation can demonstrate measurable improvement across the staff teams in their knowledge and skills to meet and support more effectively the participants' individual learning and training needs. The organisation's quality improvement planning process, including the collation and use of data, is comprehensive, well-informed and identifies very well a broad range of appropriate workforce development activities to effectively target and monitor the continuous improvement of the provision.
- The organisation has developed very well the use of a soft skills outcome measurement tool to identify clearly the impact of the learning and training experiences on the development of the participants' personal capabilities and wider employability skills. To support this development, there is a clearly identified strategic aim to promote resilience across the staff teams through targeted staff training which enhances their skills and improves their understanding of participants' personal development and employability needs. Across the provision, the well-planned tailored support and individual target-setting, particularly the use of employability and inclusion goals, are successful in delivering very good outcomes for the participants.

Safeguarding

Based on the evidence available at the time of the quality improvement planning inspection, the arrangements for safeguarding the participants reflect the guidance issued by the Department for the Economy (Department).

Overall Outcome

At the time of the quality improvement planning inspection visit, and in the areas evaluated, The Cedar Foundation continues to demonstrate a high level of capacity to identify and bring about improvement in the quality of provision.

The outcome from this inspection will inform the next steps for the organisation with regard to the inspection cycle.

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