



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  
and other commissioning Departments



## **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.

**© CROWN COPYRIGHT 2018**

**This report may be reproduced in whole or in part, except for commercial purposes or in connection with a prospectus or advertisement, provided that the source and date thereof are stated.**

**Copies of this report are available on the ETI website: [www.etini.gov.uk](http://www.etini.gov.uk)**