

GTA England *news*

Quality Issue

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Member's day quality meetings 7TH AND 20TH JANUARY 2016.

Thanks to all of our members who attended the two, extremely successful, training events and thanks especially to Rochdale Training and the EEF group for hosting the events.

We were delighted with the amount of you who were able to attend. In addition to the members, we were pleased to welcome, AMRC, EEF, Rolls Royce and Webs training to the event and we know that they were very impressed! – We hope to welcome them into GTA England soon.

Feedback on sessions was very high – thanks for that! We were delighted to receive a rating of **100% as Good or Outstanding**.

Sessions covered were:

- Ofsted so far – a synopsis of inspections carried out at Independent Learning Providers (ILPs) since September
- British Values – a review of what these are and what Ofsted will look for when carrying out inspections under the new framework
- Prevent and Channel – a review of these themes and a look at resources that are available for carrying out risk assessment, delivering sessions to learners etc.
- Personal Development, behaviour and welfare. An analysis of Ofsted findings so far.

We were also delighted that two of our members, Gavin Smith from PETA and David Jackson from NITAL also contributed items:

Use of ILT in Technology –

Gavin Smith PETA. This was an insightful exploration which showed how PETA have introduced new learning technologies into their curriculum. Members were unanimous in wishing to explore how GTA England can help to move this forward by developing resources that could be available to all members. If we can all agree to do a little work each we would be able to produce an incredible range of resources.

Due to the overwhelming demand from attendees, we are seeking to develop activities to take this forward. Subsequently, we have had very positive meetings with EAL and JISC.

Prevent and Channel – a GTA's approach.

David Jackson from NITAL presented an illuminating look at the approach that NITAL is taking to ensure that learners understand this important theme (This was only delivered at the EEF event on 20th January, in Aston)

Please note that a wide range of resources, including the presentations, have been made available to all members and these can be downloaded from the members area on the website. This also includes the complete support pack for Training Advisers operating in the workplace. This has been very kindly provided by colleagues at NITAL and covers a whole gamut of support on H&S; E&D including Prevent & Safeguarding and Personal Development Welfare & Behaviour. We are extremely grateful to NITAL and invite other members to share resources in order to build an impressive range in the website.

Member's day quality meetings (cont)

Next events:

We are pleased to announce that we have set aside two further dates for Summer meetings in the North and Midland areas (venues to be announced) on 7th July 2016 (North) and 20th July 2016 (Midlands). Amongst the content are:

- We are delighted that GTA England member, Fairtrain have already agreed to provide an input on national work experience quality standard and how GTA England members can benefit from developing high quality work experience provision.
- We also hope to hear first-hand from GTAs who have now experienced the two day inspection – So far ATG Training (see below article) and Rochdale Training – but by July there will be more!
- We may also have the new Mentoring programme to share with you. This was successfully delivered to Rolls-Royce staff some time ago and we have updated the programme for GTA England member staff to deliver to workplace supervisors. We are also planning to explore gaining certification for both this and the Training Officer course – watch this space!

- NLT Training Services may also be able to share details of their 14-16 years old schools programme called Evolve that has started to be successfully delivered and been well received by schools. This could also include a hands on demonstration of the 3D printer, welding simulator and mobile Dueti Milling machine. The children also receive impartial information advice and guidance on alternative education routes to staying on at school, such as study programmes and apprenticeships and the entry qualifications they need to consider for a career in engineering.

We would welcome inputs from other providers too please! If you are interested and would like to discuss your ideas, please contact Mark or myself.

Finally, please don't hesitate to let us know if there are any themes that you would like us to include in the Summer events – the better informed we are, the more useful we can make these events for you!

An inspector calls.....

On Monday 11th January ATG Training got the call from Ofsted informing that they would be visiting on the 13th and 14th. In typical fashion the timing was not ideal as their designated nominee had left the business only six working days earlier. However, as ATG had previously been assessed as Good, they had a short rather than full inspection which we found to be much more user-friendly process

Jon Adams, ATG Training CEO said,

"For those who have been through previous Ofsted regimes, the short inspection process will probably feel very different. We had only three Inspectors with only a day and a half of activities once introductions and feedback were taken into account. Inspectors didn't work through the whole Common Inspection Framework but instead identified 8 key lines of enquiry based on the findings of the previous inspection and analysis of our success rates. Based on this information Inspectors clearly started with the assumption that we would be remain Good unless they saw evidence to the contrary. You will probably not be surprised to hear that safeguarding and the Prevent duty featured heavily. Inspectors were looking to see that we had clear processes in place to address these issues and that staff and learners were aware of them.

Overall we found the short inspection process to be a very useful exercise. The final conclusions were fair and we and the Inspectors concluded that any additional time probably wouldn't have added any more value. The Inspectors were familiar with the GTA model and were very supportive of it. As long as your success rates remain strong, employers and learners speak positively about their experiences and safeguarding processes are clear, I'm sure all GTAs will continue to receive positive results under the new inspection regime."

Congratulations to all concerned; Jon and staff will be giving a further account of the Inspection at the QI events in July so have your questions ready!

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Mr Jon Adams, CEO
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Dear Mr Adams

Short inspection of ATG Training.

Following the short inspection on 13 and 14 January 2016, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report the inspection findings. The visit was the first short inspection carried out since the provider was judged to be good in July 2010.

This provider continues to be good.

Leaders have maintained the good-quality training and assessment for apprentices since the previous inspection. You have played a significant and valued role in developing the standards and awards for cycle mechanics in conjunction with the Association of Cycle Traders. You have continued to work with a variety of excellent employers in the engineering and manufacturing sector. Your apprenticeship programmes continue to provide apprentices with the skills, knowledge and qualifications they need for employment. These provide high-quality employment opportunities and career progression to higher-level job roles and qualifications. You also provide apprenticeship training in the North West and the Midlands through well-managed subcontracted arrangements. You have recently started a highly successful pre-employment training programme through a subcontracted arrangement with a training provider in Berkshire.

The large majority of apprentices successfully complete their apprenticeship and an increasing number do so within the planned and expected time. Most apprentices enter full-time employment with their employer on completion of their apprenticeship. Apprentices demonstrate very high levels of technical and personal skills. They quickly develop the skills and attitudes to make a significant contribution to their employer's business and are a credit to the organisation. For example, they are extremely well developed and highly valued by the employer, for assembling intricate components for aircraft ejector seats.

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GTA member engagement activity

We have just completed a successful event at NLT Training Services, Chesterfield.

Following discussion with Andy Sheppard, CEO and Kevin Charlesworth, head of training we designed and delivered:

1. A half day observer training session
2. A series of shadowed observations and further observations of teaching learning and assessments
3. Senior manager's preparation for inspection session
4. A session for governors on their role in inspection

This was extremely well received and we feel that this may be something that others of you might wish to consider. We will show case the content at the above events. Please contact Mark or myself to discuss this further

Andy Sheppard, NLT Training Services CEO said,

"Following the introduction of Ofsted's new common inspection framework in September 2015, our delivery staff at NLT Training Services recognised the requirement to create a benchmark for our teaching and learning processes to compare with the new Ofsted framework. This was achieved in February this year through GTA England's initiative of Peer reviews and lesson observations led by Trevor Alley.

The three-day training was a valuable exercise in understanding what has transpired between when we gained our last grade 2 and the introduction of the new framework. With expert advice and guidance from Trevor our staff fully enjoyed the experience and gained a better understanding of how to implement Trevor's recommendations.

Furthermore, I would highly recommend the additional half day training Trevor delivered to NLT's Senior Management Team and Board of Directors focusing on Leadership and Management roles and responsibilities."

Training Officer Development course

Following the continued success in the delivery of the Training Officer course, we are offering another event to be run on 4th May 2016 for Day 1 and 28th June 2016.

This course introduces the concept of the Business Needs Analysis model for TOs to use with employers– an increasingly essential aspect of the service required with the introduction of the Levy.

Please email delegates contact details to Kelly.white@gtaengland.co.uk

Congratulations to NLT Training Services!



NLT were re-assessed for the Matrix standard in December 2015 and asked if they would take part in the first pilot of Matrix +. The higher level standard focuses on leadership and management with three key principles:

- Strategic Positioning, the aspiration, approach and culture of the organisation is defined and understood by leaders, managers and people;
- Leadership Principles, the organisations approach to leadership and management has been defined and
- People Engagement, leaders and managers are effective in engaging people to improve business performance.

NLT are delighted to announce that not only were they successful in retaining the much accredited Matrix standard but also achieved the additional Matrix +. We understand that NLT are the first training organisation to receive this award and we would like congratulate all their staff for their continued hard work and support.

Horizon Scanning

There has been a strong focus on

- Study programmes.
- Prevent and Channel – this is the subject of a thematic review currently (Has anyone been involved in this yet? Please let us know what your experience was if so?).
- Progression and destinations.

It is not anticipated that inspections carried out between now and the Summer will be significantly different so we urge our members to ensure that you are prepared in these areas.

One or two new documents have recently been published which may be of interest:

1. The Prevent strategy and the Channel process in FE colleges

Prevent and channel

A useful resource which provides an easily understood flow chart - this would be perfect for displaying prominently in your organisation and as a vehicle for discussion.

2. Study programmes

These resources, updated in October 2015 and January 2016 respectively are **MUST** read documents if you are currently delivering study programmes.

The accountability document **16-19 accountability headline measures** outlines the five headline measures which will be reported on from this year:

- Progress: a value added progress measure for academic and Applied General qualifications and a completion and attainment measure for Tech Levels (and Technical Certificates from 2016/17)
- Attainment
- English and maths progress measure (for those students who have not achieved at least a grade C at GCSE at the end of key stage 4
- Retention
- Destinations

16-19 Study programmes departmental advice

You can view the [16-19 departmental advice document here](#).

Key points

- All 16 to 19 students, whether studying academic, applied or technical qualifications, should be given the opportunity to take a study programme which reflects their prior attainment, education and career goals.
- Study programmes should normally include substantial academic or applied and technical qualifications; non-qualification activity including work experience; and the study of English and maths where students do not hold a GCSE graded A*-C in these subjects.
- Study programmes should be focused on progression to the next level of education, a traineeship or apprenticeship, or other employment.
- Funding is on a per student, not per qualification basis.
- New accountability measures will be introduced from 2016.



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