

# Kingshurst Training

## Focused monitoring visit report

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**Unique reference number:** 50150

**Name of lead inspector:** Harmesh Manghra HMI

**Last day of inspection:** 14 October 2009

**Type of provider:** Independent learning provider  
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Academy  
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## **FOCUSED MONITORING VISIT: MAIN FINDINGS**

### **Context**

City Technology College (CTC) Kingshurst Academy holds a contract with Birmingham and Solihull Learning and Skills Council (LSC) to provide work-based learning in health, public services and care and Entry to Employment (E2E) programmes. The college provides the provision through its work-based learning division, Kingshurst Training. Kingshurst Training also holds periodic contracts with local schools, Connexions and local authorities to engage teenage parents and learners at risk of leaving education early. These were not in the scope of the visit. Kingshurst Training works with 33 employers and operates from Chelmsley Wood and Balsall Health. Seesaws Day Nurseries, a partner of Kingshurst Training, employ and provide assessment and training to 30 apprentices.

Of the 143 learners, 64 and 32 are on apprenticeship and advanced apprenticeship respectively, 15 are on Train to Gain programmes and 32 on Entry to employment programmes.

At its inspection in May 2007, Kingshurst Training was inadequate for all aspects of its work except the quality of the provision and equality of opportunity. At its reinspection in October 2008, all provision was satisfactory.

### **Themes**

#### **Self-assessment and improvement planning**

**What progress has Kingshurst Training made to improve further and produce robust action planning leading to improvements?**

**Reasonable progress**

At the reinspection visit, quality improvement arrangements were incomplete. Kingshurst Training did not set its own improvement targets and was content with maintaining minimum standards. Kingshurst Training now sets its own targets particularly for apprentices. Kingshurst Training has reassigned appropriate roles to its staff. It has made new appointments, created new roles such as data analyst and strengthened the job descriptions of key managers. All staff are being trained to complete their preliminary teaching qualification. These actions have consolidated Kingshurst Training's capacity to improve further. The provider now makes better use of data. It rigorously monitors the learners' performance including attendance levels, retention rates and achievement of qualifications.

Self-assessment is now more analytical, thorough and self-critical. Teams of staff have conducted a thorough analysis of their provision to compile a detailed and accurate analysis of the strengths and areas for improvement. Subsequent action planning is effective.

## **Outcomes for learners**

### **What progress has the provider made in improving success rates across all programmes?**

**Reasonable progress**

At the previous reinspection, learners' achievement of work-based skills was good. Overall success rates were satisfactory, however many learners were making slow progress. Since the reinspection, overall success rates including timely success rates have continued to increase. Success rates have increased rapidly for advanced apprentices; however, apprentices are still making slow progress. Retention rates for apprentices are poor. In 2008/09 apprentices left the programme without gaining their qualification. Learners continue to develop good vocational skills.

Success rates for the small number of Train to Gain learners are outstanding. Progression into education and training for Entry to Employment (E2E) learners in 2009/10 is good at 86%. Achievement of personal objectives has improved considerably to 83% in 2008/09. Their achievement of qualifications in communications and information communication technology at levels 1 and 2, application of number at level 1 continue to be good. Female learners make better progress than the male learners.

## **Quality of provision**

### **What progress has Kingshurst Training made to improve initial assessment and the planning for individual learning needs?**

**Reasonable progress**

Kingshurst Training has made reasonable progress in improving its initial assessment practice. At the previous reinspection, initial assessment was incomplete and no screening for specific learning needs or the levels of occupational skills of learners, was taking place. Kingshurst Training has taken a number of effective steps to rectify these areas. For example, Kingshurst Training has produced an initial assessment policy that provides clear guidance to tutors. Staff conduct basic skills assessment on all learners and follow this through with further diagnostic assessment when necessary. The outcomes from these are used to provide clear action plans and targets for achievement. The provider has introduced dyslexic screening for learners to identify further learning needs and support to meet their individual requirements. Kingshurst Training provides all learners with identified needs good quality individual support on a regular basis. Kingshurst Training has introduced new resources such as a specialist English spelling dictionary to support learners. Staff have satisfactory awareness of dyslexia.

### **What progress has Kingshurst Training made to improve the quality of teaching and learning including the coordination of on and off-the-job training?**

**Reasonable progress**

At the last reinspection, teaching and learning were satisfactory however, coordination of on and off-the-job training was insufficient. The provider has taken effective action to plan training with clear links between theory and practical aspects of learning. Kingshurst Training produces a teaching schedule for each learner clearly indicating the background knowledge needed during on-the-job training and /or on work placement. Learners have clear deadlines and schedules indicating units and assignment with deadlines for completion. Assessors work closely with employers, however not all employers have received information in writing. Kingshurst Training has introduced activities with more fun to motivate learners and to develop healthy life styles, including music technology and Thai boxing. More learning resources are now available. Tutors make good efforts to ensure that learners are fully engaged in learning and learn at a brisk pace.

### **Leadership and management**

**What progress has the provider made to improve safeguarding arrangements for the children and vulnerable adults?**

**Reasonable progress**

The provider has made reasonable progress in ensuring that safeguarding arrangements meet current government requirements. At the previous reinspection, this was not the case. Many learners were working in nurseries without being vetted. Kingshurst Training has established a central register for all staff that is updated regularly. The provider checks all learners undertaking work placements with children through the Criminal Record Bureau. A satisfactory child protection policy is in place and there is a draft safeguarding policy. Equality of opportunity policies covering harassment and bullying for staff and learners is in place. The provider has allocated responsibility for safeguarding at senior level with a fully trained member of staff. Kingshurst Training has substantive plans for training all staff on safeguarding. Learners are well protected from bullying and harassment. They have good awareness of cyber bullying and internet safety. Sound health and safety assessments are undertaken and recorded for all individual and groups of learners undertaking work placement. Learners are working in a safe training, learning and work environment.

**How much progress has the provider made in improving the effectiveness of the leaders and managers in setting a clear strategic direction and improve planning?**

**Reasonable progress**

At the reinspection visit, strategic planning was poor. Managers did not provide clear direction and staff were not aware of the performance targets for the organisation. Planning and target setting were not effective. In recent months, Kingshurst Training has appointed a governor with substantial experience of work based learning. She has provided appropriate help and challenge to the managers. Business planning is focused closely on the learners' experience and Kingshurst Training has made

notable improvements in recruitment, initial assessment, planning for individual learners' needs and the programme design.

Performance management of staff has also improved; however, the appraisal of the operations manager has not taken place. Staff performance is measured well through observation of teaching and learning, however not all observations lead to action plans to improve teaching and learning further. The contract with the partner is detailed and lists respective roles and responsibilities; however, it does not specify their responsibility towards quality improvement. Regular monitoring is thorough.

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