

# Inspection of All Spring Media Limited

Inspection dates: 20 to 22 February 2024

<b>Overall effectiveness</b>	<b>Good</b>
The quality of education	<b>Good</b>
Behaviour and attitudes	<b>Good</b>
Personal development	<b>Good</b>
Leadership and management	<b>Good</b>
Adult learning programmes	<b>Good</b>
Overall effectiveness at previous inspection	Inadequate

## Information about this provider

All Spring Media Limited is an independent training provider specialising in screen industries, predominantly television and film. All Spring Media Limited have stopped offering apprenticeships since the previous inspection. All Spring Media Limited started teaching skills bootcamps for adult learners in September 2023. At the time of the inspection, there were 24 learners studying on a production assistant skills bootcamp. The All Spring Media talent manager continues to support learners from the two previous skills bootcamps to gain employment.

## **What is it like to be a learner with this provider?**

Learners benefit from calm and welcoming learning environments. Learners enjoy their learning and build positive relationships with their trainers, peers and with those working in the sector. Learners rightly recognise how the skills bootcamp is providing them with the required skills and industry introductions essential to them achieving their ambitions.

Learners develop the professional behaviours required for the screen industries quickly. Learners communicate effectively, learn the importance of reliability and a can-do attitude. Learners demonstrate these positive behaviours when interacting with potential employers. Learners are prepared well for their careers as freelance production assistants.

Learners engage well with their learning. Learners take part in activities willingly and contribute respectfully to group work and class discussions, exhibiting the ability to work well as part of a team. As such, the vast majority of learners attend well, are punctual and are highly motivated to succeed in this desirable sector.

Learners develop key employability behaviours throughout the programme. For example, they learn negotiating skills, become more reliant and demonstrate correct etiquette for being on set. They how to behave with integrity around professionals including not to ask for autographs or take selfies. The employability skills they develop reflect the values production companies require for their staff and prepares them well for entry into their talent pool.

Learners are developing the technical language used in the sector. Learners know the technical language related to finance such as secure reconciled payments, those related to pitches such as treatments and in production such as call sheets and sizzle tapes. Learners become familiar with the language that is used by professionals.

Learners feel safe at the provider and on placement. Learners appreciate the safe, welcoming and supportive learning environments that leaders and trainers provide. Learners learn how to keep themselves safe within the workplace and have a clear understanding of the risks and signs of bullying and abusive behaviours that have recently come to the fore in the industry. Learners know how to report any concerns should they have them.

## **What does the provider do well and what does it need to do better?**

Leaders have a clear rationale to rapidly support new entrants into the screen skills sector. Leaders are responding to the production companies' need for film crew, following the growth of studios locally and regionally. Leaders have developed a curriculum which will effectively support adults to develop the skills and networks needed to enter this creative sector.

Leaders are instrumental in the promotion and co-ordination of screen skills' training regionally. Leaders work closely with career hubs, television and film groups, skills and business advisory bodies to shape the screen skills education offer in the region. Leaders have exceptional links with major production companies, studios and the sector skills council to ensure their training is relevant and essential for the sector. Leaders ensure learners benefit from these relationships through positive interactions with those working in the sector.

Leaders are clear in their ambition to provide opportunities for learners from diverse backgrounds to access the sector. For many groups, such as those with disabilities, those from diverse ethnic groups and from low socioeconomic groups, entry into the film and media industry is often very difficult. Leaders work closely with partners such as the Job Centre Plus to reach and recruit learners to the skills bootcamp programme and improve their prospects for employment.

Leaders have designed a programme of learning logically to build the fundamental knowledge learners need to work in the television and film industry. Learners develop their knowledge of sector and improve their presentation skills before moving on to pitching ideas and production scheduling. Learners develop the knowledge and skills they need for entry level roles in the industry.

Leaders work closely with a major production employer to establish skills bootcamps. This important partnership ensures the skills, knowledge and behaviours learners develop are relevant, current and valued by the sector. Learners gain skills and exposure to a leading organisation in the sector and join valuable talent pools.

Leaders plan programmes of learning thoughtfully so learners develop the technical ability they need to enter the screen sector. Learners know how to plan a budget and schedule a scene, including the costs of a costume as well as the length of time required to source and receive it. Learners have learnt the impact lighting has on frame rate, shutter speed and motion blur when using cameras. As a result, learners learn the fundamental knowledge of film and television production.

Leaders prepare learners well for a career in a sector and the benefits and potential pitfalls of commonplace short term contracts. Trainers support learners throughout their learning in considering their careers such as making a career plan, CV support, how to write an application and successfully apply for a job, interview hints and tips and how to manage finances when self-employed. Learners continue to access this support through the alumni group which provides direct access to the talent manager. Learners benefit from positive careers advice and guidance throughout the programme.

Leaders have not yet supported all staff to improve their teaching, learning and assessment. Leaders extensively evaluate the effectiveness of the activity carried out on their learning programmes and have a good understanding of their strengths and weaknesses. However, leaders have not yet fully utilised the information gained from all quality assurance processes to support the continuous improvement of staff.

Leaders have not yet ensured all learners rapidly move into employment in the sector. Although learners are within the planned time to secure employment, circumstances such as industry strikes, and lower daylight hours have slowed industry recruitment practice. The vast majority of learners who start the course complete the training, apply for roles via the All Spring Media talent pool and highly value the opportunity to join the broadcast partners' talent room. It is too early to see the full impact of these opportunities.

## **Safeguarding**

The arrangements for safeguarding are effective.

### **What does the provider need to do to improve?**

- Ensure learners quickly progress into employment opportunities.
- Provide support for staff to ensure the continuous improvements of the quality of education.

## Provider details

<b>Unique reference number</b>	1278677
<b>Address</b>	Old Drill Hall Bellingdon Road Chesham Buckinghamshire HP5 2HA
<b>Contact number</b>	01494 774162
<b>Website</b>	<a href="http://www.allspringmedia.co.uk">www.allspringmedia.co.uk</a>
<b>Principal, CEO or equivalent</b>	Martina Porter
<b>Provider type</b>	Independent learning provider
<b>Date of previous inspection</b>	15 and 17 June 2022

## Information about this inspection

The inspection team was assisted by the quality manager, as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. The inspection was carried out using the [further education and skills inspection handbook](#) and took into account all relevant provision at the provider. Inspectors collected a wide range of evidence to inform judgements, including visiting learning sessions, scrutinising learners' work, seeking the views of learners, staff and other stakeholders, and examining the provider's documentation and records.

## Inspection team

Richard Kirkham, lead inspector

Sam Hanmer

Mark Hillman

His Majesty's Inspector

Ofsted Inspector

His Majesty's Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2024