

REINSPECTION REPORT

HMP and YOI Moorland Reinspection

06 December 2006



ADULT LEARNING
INSPECTORATE

Adult Learning Inspectorate

The Adult Learning Inspectorate (ALI) was established under the provisions of the *Learning and Skills Act 2000* to bring the inspection of all aspects of adult learning and work-based learning within the remit of a single inspectorate. The ALI is responsible for inspecting a wide range of government-funded learning, including:

- work-based learning for all people aged over 16
- provision in further education colleges for people aged 19 and over
- **learnirect** provision
- Adult and Community Learning
- training funded by Jobcentre Plus
- education and training in prisons, at the invitation of Her Majesty's Chief Inspector of Prisons
- adult information, advice and guidance services (**nextstep**).

Inspections are carried out in accordance with the Common Inspection Framework by teams of full-time inspectors and part-time associate inspectors who have knowledge of, and experience in, the work which they inspect. All providers are invited to nominate a senior member of their staff to participate in the inspection as a team member.

Grading

Inspectors use a four-point scale to summarise their judgements about the quality of provision in occupational/curriculum areas and Jobcentre Plus programmes, as well as to summarise their judgements about the quality of learning sessions. The same scale is used to describe the quality of leadership and management, which includes equality of opportunity and quality assurance. The descriptors for the four grades are:

- *grade 1 - outstanding*
- *grade 2 - good*
- *grade 3 - satisfactory*
- *grade 4 - inadequate*

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DESCRIPTION OF THE PROVIDER

1. HMP and YOI Moorland (the prison) is located near Doncaster in Yorkshire. It is a complex training establishment, holding category C and D convicted male adults and short- or long-term young offenders, including restricted status, and up to 50 young adults serving life sentences. It operates from two sites. One site is a closed prison and the other has open conditions and is four miles away from the closed prison. The population is 457 adults and 325 young offenders at the closed site, and 200 adults and 60 young offenders at the open site. The open site caters mainly for men who are in the final six months of their sentences and from here a significant number of offenders go out to work.

2. The head of learning and skills has responsibility for all educational training activities and is assisted by a training and skills manager who is responsible for quality assurance in education and training at the prison. The physical education (PE) provision is funded and managed by the prison service.

GRADES

grade 1 = outstanding, grade 2 = good, grade 3 = satisfactory, grade 4 = inadequate

Grades awarded at previous inspection

Leadership and management		3
Contributory grades:		
Equality of opportunity		2
Quality improvement		3

Health, public services and care			3
Contributory areas:	Number of learners	Contributory grade	
Cleaning		3	
Other government-funded provision	16	3	

Agriculture, horticulture and animal care			3
Contributory areas:	Number of learners	Contributory grade	
Horticulture		3	
Other government-funded provision	26	3	

Construction, planning and the built environment			3
Contributory areas:	Number of learners	Contributory grade	
Construction crafts		3	
Other government-funded provision	33	3	

Information and communications technology		2
Contributory areas:	Number of learners	Contributory grade
ICT for users		
Other government-funded provision	67	2
Retail and commercial enterprise		3
Contributory areas:	Number of learners	Contributory grade
Hospitality and catering		
Other government-funded provision	11	3
Leisure, travel and tourism		4
Contributory areas:	Number of learners	Contributory grade
Sport, leisure and recreation		
Other government-funded provision	48	4
Preparation for life and work		3
Contributory areas:	Number of learners	Contributory grade
Literacy and numeracy		
Other government-funded provision	233	3
Employability training		
Other government-funded provision	100	3

Grades awarded at reinspection

Leisure, travel and tourism		3
Contributory areas:	Number of learners	Contributory grade
Sport, leisure and recreation		
Other government-funded provision	23	3

ABOUT THE REINSPECTION

3. The prison was inspected in December 2005. The leadership and management of learning and skills were satisfactory and the arrangements for equality of opportunity were good. Quality improvement was satisfactory. Training in information and communications technology (ICT) was good, and it was satisfactory in health, public services and care, agriculture, horticulture and animal care, construction, planning and the built environment, retail and commercial enterprise, and preparation for life and work. The training in leisure, travel and tourism was inadequate. Only leisure, travel and tourism was reinspected and was judged to be satisfactory.

4. The overall effectiveness of the provision remains satisfactory. Since the previous

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inspection, the prison has introduced accredited courses in PE at the open and the closed sites. Staffing levels have improved and quality assurance processes have been introduced to the area. Success rates are good for the accredited programmes.

Number of inspectors	2
Number of inspection days	3
Number of learners interviewed	11
Number of staff interviewed	8
Number of locations/sites/learning centres visited	2
Number of visits	2

AREAS OF LEARNING

Leisure, travel and tourism

Grade 3

Contributory areas:	Number of learners	Contributory grade
<i>Sport, leisure and recreation</i> Other government-funded provision	23	3

5. The prison offers sport, leisure and recreation activities and courses at both of its sites. The PE department at the closed site offers accredited awards and recreational activities for all offenders. There are nine PE officers and one senior PE officer. Four officers are qualified as national vocational qualification (NVQ) assessors and one as an NVQ internal verifier. One member of staff is working for the assessor qualification. Five officers are qualified teacher/trainers. At the time of inspection, two learners were working for an NVQ at level 1 in sports, recreation and allied occupations, and a further two were on an Oxford, Cambridge and RSA level 2 certificate course in teaching exercise and fitness. Nine learners were on the first aid at work course. Facilities include a large sports hall, a cardiovascular and weight training area, a classroom, shower and changing rooms, and an all-weather playing and training pitch.

6. The PE department at the open site also offers accredited awards and recreational activities for all offenders. The department has a senior officer, and one full- and two part-time PE officers, one of whom is an NVQ assessor. Currently, 10 learners are nearing completion of a level 2 gym instructor course. Facilities include a sports hall, a weights area, shower and changing rooms, and an outdoor football pitch. A range of recreational courses is provided every day and at weekends in football, cricket, volleyball, rugby, boxercise, and weightlifting. Football, cricket and volleyball matches are arranged with external teams. A special educational needs group visits both sites each week to use the facilities. This group is coached by the prison's learners.

7. Learners enrolling for the accredited courses are expected to have literacy and numeracy abilities at level 1 or above. The prison has arrangements for checking learners' literacy, numeracy and language abilities. Additional learning support arrangements are provided by the subcontracted education department. Courses and activities are advertised on the wings. Each wing has a nominated member of the PE staff and a PE offender representative. The PE department, at both sites, is represented on the prison's quality improvement group.

Sport, leisure and recreation

Strengths

- good retention and achievement on accredited programmes
- good range of sports activities
- good sports facilities and resources

Weaknesses

- insufficient planning and co-ordination of the curriculum
- ineffective internal verification

Achievement and standards

8. Success rates are good on the accredited sports course. Since the previous inspection, six learners have successfully achieved a full NVQ at level 1, and one learner has achieved unit accreditation. All 10 learners who enrolled on the level 2 course in exercise and fitness instructing have achieved the full qualification. Of the 11 learners who registered for the gym instructor course, 10 have completed it and are about to take their final assessment examination. Three learners have gained a first aid at work qualification, and nine have achieved an appointed persons certificate. Since the previous inspection, 1,101 qualifications in courses such as heartstart, manual handling, weightlifting leaders, rugby community leaders, and volleyball refereeing have been achieved at the closed site.

9. Learners improve their knowledge, understanding and confidence, and their leadership skills are increased. They are enthusiastic about their courses, and are able to identify significant changes in their well-being and personal development. Some learners intend to gain jobs in the sport and recreation industry and recognise the value of the training to them. Learners understand the safe use of equipment and are able to provide effective learning points for colleagues using exercise equipment. One learner felt that achievement of his level 2 qualification had been a life-changing experience, giving him self-respect and realisation of his true potential.

10. Five offenders are employed as orderlies at the closed site where they learn how to clean sports areas, set up and take down equipment, and issue sports kit. Three of them are working towards an NVQ at level 1, but their progress has been slow. Orderlies at the open site perform similar tasks, but none are working towards the NVQ.

The quality of provision

11. Access to sports programmes is good. Learners can attend learning sessions each day of the week. These sessions are available in the daytime and evenings. The range of sports is varied, and includes traditional sports such as cricket, rugby, football, and weights, and newer activities such as boxercise. Both sites have squads that compete in local football, volleyball and badminton leagues. Some learners support the PE officers in delivering activity sessions to special educational needs groups. The range of activities enables learners to develop good communication and leadership skills, and to improve their social skills.

12. Both sites have well-equipped indoor and outdoor facilities which include modern cardiovascular and fixed resistance stations which are similar to those in external leisure and fitness centres. Learners gain valuable experience in realistic working environments, preparing them effectively for employment. The closed site has a good-sized classroom next to the sports hall. There are no information technology facilities for learners. Advanced teaching aids are available, such as computerised overhead projection facilities, but tutors have not been trained to use information learning technology and do not use it. The classroom at the open site is small, poorly lit and has no equipment.

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13. Staff are qualified and experienced to a satisfactory level. Most of them have a range of governing body awards at level 1 and 2. Two members of staff have formal teaching qualifications.

14. Learners who wish to enrol on an accredited course must have literacy and numeracy skills at above level 1. This is considered necessary because of the level of communication skills required, and the written work which currently forms part of the assessments. Assessment practice for the level 1 NVQ relies too heavily on written work. Verbal questioning is not used to test learners' knowledge and understanding, or to validate their written responses. The prison does not plan practical assessments to make the best use of evidence which arises from routine work activities, or from previous learning and accreditation. All the orderlies attend a cleaning course to train them in the use of cleaning equipment, but this is not integrated with their NVQ assessments. Similarly, the knowledge gained by learners from the heartstart course is not used to provide supporting evidence for the accredited programmes. Evidence is generally under-used and is not shared effectively among the units. Learners' progress is slowed significantly and learners are demotivated. This weakness was identified at the previous inspection.

15. There is not enough planning and co-ordination of the curriculum. It is intended that learners will achieve a vocational qualification, a first aid or emergency resuscitation certificate, and a manual handling certificate. However, insufficient planning and co-ordination of the curriculum has been carried out, and these achievements have not been possible. Most learners completing the gym instructor course have not achieved a first aid certificate. One of the PE officers at the closed site is qualified to deliver first aid training, but only one course has been offered in the past 12 months. Those learners who may be interested in operational sports roles, such as leisure or fitness centre management, or outdoor pursuits or youth leadership, cannot progress from NVQ at level 1. Staff are in the process of gathering information about the range of industry-related qualifications available, but this has had no effect on the curriculum as yet.

16. The PE department does not use individual learning plans. There are no records of targets or learning goals, and no records of learners' progress toward learning goals.

Leadership and management

17. The PE department has recently been through a restructuring exercise in order to strengthen the management of the area and provide better co-ordination between the open and closed sites. Staffing levels have improved, and once the re-profiling exercise is complete the prison plans to increase the number of courses and activities.

18. Quality assurance arrangements have improved since the previous inspection when they were inadequate. A quality assurance manual and quality assurance files are used at each site. These files contain course documents and relevant policies and procedures. A significant amount of time has been invested in developing a suitable data system. A new data collection system been introduced recently. It is considered reliable, but it is too soon to judge how effective it is.

19. Equal opportunities is promoted actively throughout the prison. Posters are used to promote PE and enthusiastic offender representatives are used to recruit new learners from all areas of the prison.

20. Internal verification is ineffective and has not identified or resolved some weaknesses in the assessment of the NVQs at level 1. A co-ordinator is responsible for the internal verifiers throughout the prison. He liaises with the external verifiers and meets with the programme verifiers every two months to review quality assurance arrangements for each area. The internal verifier for the sports programmes is not part of this group.

21. Only limited progress has been made in developing and using tutor observations to improve the quality of teaching. Most staff have not been observed. The self-assessment process is now more inclusive. Each area of the prison that represents education and training is encouraged to contribute. The self-assessment report identified two of the strengths identified by the inspection, but it did not identify the two weaknesses.

