

Quality Assurance of Alternative Provision in Middlesbrough

Rotation 2019/20

Name of Provision	Lead School*	Quality Assuring School**
River Tees Multi Academy Trust	Acklam Grange School	Macmillan Academy
7KS	Macmillan Academy	Outwood Academy Ormesby
Education Plus	Outwood Academy Ormesby	Outwood Academy Acklam
Lingfield Choosing Pathways	Outwood Academy Acklam	The Kings Academy
Re-intergrate	The Kings Academy	Trinity Catholic College
Home Hospital Teaching	Trinity Catholic College	Unity City Academy
Middlesbrough College	Unity City Academy	Acklam Grange School

*Lead School – Complete QA before January 2020

** Quality Assuring School – Complete before June 2020

Timeline of Quality Assurance

Mutually agreed date of visit between QA School/Academy and Provision

School receive pre QA evidence 7 calendar days prior to visit

Structure of QA Visit

- 08:00** Arrival and meet Leaders of the Provision - Vision
- 08:15** Single Central Record and Training Record
- 08:30** Safeguarding
- 08:45** Safeguarding effectiveness
Check quality of information provided
- 09:15** Quality of Education Discussion
Curriculum Intention
Accreditation
Curriculum for personal development
- 09:45** Behaviour and Attitudes discussion
Discuss attendance, exclusions
Discuss incidents of discrimination/bullying
What do routines, expectations and mutual respect look like
- 10am** Learning Walk, Book Scrutiny & Observe Social times
- 12pm** Further Discussions with Leaders
- 12:30pm** QA Report writing
- 2pm** Feedback

Leadership and Management

	HE	E	NYE	FER
The provision has a vision and strategy document, published and available to students and their families	X			
There is a clear management structure that includes accountability to governance structures in the organisation	X			
There is a clear supervision/performance and appraisal policy	X			
Leaders have appraisals and performance management meetings in line with the organisation's policy	X			
The organisation has a robust Safer recruitment Policy	X			
The organisation checks any gaps in employment history at the recruitment stage	X			
The organisation has at least 2 verified references for every employee recruited	X			
The organisation undertakes appropriate DBS checks for new recruits or new staff are in the DBS update service	X			
The organisation undertakes a process with external providers to ensure all people who come into contact with children have had a DBS check	X			
The organisation ensures all external providers have a safer recruitment policy	X			
The organisation ensures that staff from external providers are suitably qualified to deliver their service	X			
The organisation has a process to evaluate provision from external providers	X			
The organisation has an up to date Safeguarding Policy that provides guidance on Tees Safeguarding Children Board's Procedures	X			
The Safeguarding Policy has clear reference to signs of abuse and information for staff about the internal procedures.	X			
The Safeguarding policy is reviewed and updated annually	X			
Safeguarding issues and practice is monitored via the organisation's governance structures	X			
The provision has a robust SEN Policy	X			
The provision has access to appropriate specialist assessments if required	X			
The provision has access to appropriate specialist interventions in line with the purpose of the provision.	X			
The provision has a detailed workforce development strategy which sets out development needs and mandatory training requirements	X			
The workforce strategy is in line with appropriate skills audits and/or needs identified in performance management appraisals.	X			
The provision has a training matrix to track that training and development opportunities are identified and met in a timely manner, and that mandatory training is up to date.	X			
The school has a clear vision/approach to creating positive conditions for learning and personal development	X			
There is an observed positive approach to learning and personal development in school	X			
Children's basic needs are met	X			
The school has a range of strategies to support children and young people to flourish	X			
Overall	x			

Overview:

The leadership at Education Plus fully embraces the vision of 'Creating bright futures', by providing the highest quality teaching and student care'. The structure that has been implemented allows for senior staff to be held accountable for outcomes at the provision. All meetings from senior staff and directors are well documented and allows to show the constant drive to further improve the quality of the provision looking at areas such as: Pupil progress, Teaching and Learning and Professional development.

The Leadership team conduct regular performance appraisals and performance management meetings which allows staff to have clear and timely feedback.

Staff at the provision have a clear passion and work ethic, which is demonstrated from the Leadership team with students wanting to engage and share with the team. This has been enabled by staff investing large amounts of time into each student to allow them to reach their potential. All staff receive a high level of training in an array of key

areas. Staff clearly go above and beyond on a daily basis to create a nurturing and respectful learning environment for the challenging students they work with. One member of staff has an inspirational story with regards to the students that attend Education Plus being able to relate to him which enables the students to have a sense of drive to improve their attitudes.

The SEND provision allows for a graduated response to allow students to thrive at the provision with a clear SEND policy and an annual review is implemented by the directors to ensure that the quality of the support is reviewed and developed if required. The provision aims to work with the local authority and schools to allow for the best student outcomes. Upon hand over, the Leadership team will make well informed decisions based upon an individual students' needs.

The Leadership at Education Plus lead from the top and are confident that staff will not give up on any of their kids. This gives the students an experience that is purposeful and enjoyable.

Actions:

Quality of Education

	HE	E	NYE	FER
The provider uses suitably qualified, experienced and knowledgeable staff to teach their curriculum	X			
Curriculum reflects the provisions context and is planned and sequenced so that new knowledge is built on previous learning	X			
Curriculum and Long term planning are regularly reviewed by leaders/teachers	X			
Curriculum is personalised to each learner and addressed gaps in pupils knowledge and skills.	X			
Work given to pupils matches the aims of the curriculum. It is planned and sequenced to ensure sufficient knowledge and skills for future learning and employment.	X			
Are provisions equipping pupils with the 'knowledge and cultural capital'	X			
There is appropriate Information, Advice and Guidance for young people around careers		X		
Young people are supported to travel independently where appropriate	X			
Young people are offered information, advice and guidance on health and wellbeing issues	X			
Young People are supported in their personal development with employability skills		X		
Effective use of assessment to help pupils embed knowledge and support the teaching of the subject.	X			
Overall	X			

Overview:

The staff at Education Plus have invested large amounts of time to ensure that the quality of education in the form of lessons, planning and resources are of the highest quality. There is clear rigor in feedback and target setting allows for staff to be monitored to ensure the best outcome with regards to pupil progress.

Students are placed into one of three groups depending on requirements to allow for best progress. These programmes allow all students to strive to improve with the ultimate aim of returning to a provision that is best for each student.

The curriculum offered is one which follows that of a school whilst being able to offer a personalised programme to enable students' emotional and social needs to be met. Students work is of a good standard which timely feedback is offered to allow or enhance progress.

Schemes of work are followed to enable the aims of the curriculum to be met. This level of planning enables staff to deliver a high quality of lessons and sessions which allow for an enjoyable, accessible and progressive curriculum. Key staff have an in depth level of experience in the education system and the quality of education replicates the quality expected in a mainstream school.

Regular learning walks are implemented to allow staff to receive feedback to improve the quality of Teaching and Learning but also staff are praised when outstanding practice is demonstrated.

Actions:

Careers does have a focus during life skills sessions. However, the depth and focus of careers could be increased with the use of local colleges and employers to work with Education Plus to further develop employability skills.

Behaviour and Attitudes

	HE	E	NYE	FER
A positive and respectful culture in which staff know and care about the pupils	X			
Inside and outside the classroom, clear routines and expectations	X			
Strong emphasis on attendance and punctuality. Where this is not the case provider takes swift and effective action.		X		
An environment in which pupils feel safe. Bullying, discrimination and peer on peer abuse are not accepted and dealt with quickly, consistently and effectively.	X			
Alternatives to exclusion are developed	X			
Overall	X			

Overview:

The staff and Leadership at Education Plus have the highest level of respect for everyone that enters the provision. The staff are excited about the progress made by its students. Students build strong relationships in their time at Education Plus which allows for the most positive progress to be made. Students will actively seek the Leadership team and staff to discuss concerns not only in their education, but also in their personal lives. These strong relationships allow for progress to be made both inside and outside the classroom.

Education Plus reward positive behaviour with a 'Earn as you learn' praise system which has allowed for a praise culture to be developed at the provision. On a daily basis students are issued with a report card and are constantly determined to strive for success. If behaviour standards are not met then this is addressed and dealt with quickly. If behaviour is a concern the local authority's behaviour policy is followed. There is clear triangulation if behaviour is not meeting the expected levels where the staff, student and their families are all involved to give the student the best opportunity to make adjustments to improve their behaviour.

There is a log of any issues regarding Bullying, discrimination and peer on peer abuse. This log gives a detailed level of information which follows the provisions Bullying policy.

Actions:

Whilst attendance is clearly tracked and monitored, it is recommended that Education Plus build on the already implemented praise culture and celebrate strong attendance of individual students. The aim of this would be to improve the overall centre attendance percentage (which is currently in the highest category for students in alternative provision settings) even further.

Personal Development

	HE	E	NYE	FER
Does the curriculum extend beyond the academic, technical and vocational.	X			
Do the provision support pupils to develop in many diverse aspects of life.	X			
Do the provision build confidence and resilience in students who are influenced by other factors (home and community)	X			
Promote equality, risks to their wellbeing, healthy relationships	X			
Developing responsible, respectful citizens with a deepened understanding of fundamental British values (mutual respect and tolerance)	X			
Are provisions equipping pupils with the 'knowledge and cultural capital'		X		
Develop pupils character which define a set of positive personal traits	X			
Provision is crucial in preparing pupils for adult life teaching them to engage with society and providing them with opportunity's to do so	X			
Providing an effective careers programme by supporting readiness for the next phase so that pupils are ready to transition successfully	X			
Overall	X			

Overview:

The students are exposed to an experience that allows for a highly successful outcome for students that attend. The relationships with students are evident both inside and outside of the classroom. This approach allows for students to be exposed to a consistent yet broad and balanced curriculum allowing for development to be made throughout their time at Education Plus.

Students are offered a programme of study with Middlesbrough Football Club which further supports the work offered by the provision and allows students to develop key skills such as mutual respect and tolerance.

The daily programme allows a consistent approach to each day. Students are heavily involved in all aspects of the day, this not with just a focus of education in the classroom but also with an approach which enables students to take pride in what they have achieved. Students are expected to prepare and cook their lunch on a daily basis. This approach allows for the students to be well equipped with skills that will enable them to transition into society.

Each student who has a placement with Education Plus has a clear transition plan and end of placement report which allows for students and schools to have the best opportunity at reintegration back into mainstream education.

Actions:

Education Plus offers an excellent level of Knowledge and Cultural Capital, however, a suggestion to further develop this would be to use the local colleges and businesses to enable greater preparation for adult life and their aspirations.

Safeguarding

	HE	E	NYE	FER
The provision has a database of staff stating their checks and vetting, due dates for renewal	X			
The staff database shows all staff members and all checks are up to date	X			
The provision has a clear policy for renewal and/or staff are using the Update Service	X			
The organisation monitors the SCR of staff via governance systems and management	X			
The DSL has a clear process/guide for managing Safeguarding	X			
The DSL has suitable regular safeguarding training in line with LSCB standards	X			
The DSL feeds in to the workforce development strategy and training matrix to ensure staff are trained to a level and in areas appropriate to their role	X			
The DSL has a record of all students open to social care, and this is kept up to date and relevant in line with GDPR	X			
The DSL has a clear safeguarding procedure shared with staff that they clearly know and understand	X			
All staff are given Safeguarding E-Learning training at induction as a minimum requirement	X			
All relevant staff undertake an introduction to FGM/Forced Marriage and Honour-Based violence training	X			
All relevant staff undertake child Sexual Exploitation training	X			
All relevant staff undertake E-safety training	X			
All relevant staff undertake PREVENT training	X			
All relevant staff undertake training to identify signs of abuse and neglect	X			
All relevant staff undertake Safer Recruitment Training	X			
All relevant staff undertake Safeguarding Disabled Children Training	X			
All relevant staff undertake Anti-bullying and discrimination training	X			
All relevant staff undertake Trafficked, Exploitation and Modern Slavery training	X			
There is a clear policy and procedure to carry out the PREVENT duty	X			
There is a clear procedure in place for identifying and reporting safeguarding concerns in line with Tees CPP	X			
There is a clear whistleblowing policy	X			
There is a robust policy and procedure for identifying CME in line with MBC Policy	X			
CME are reported promptly (within policy/contract guidelines) to the roll school	X			
The provision has a clear procedure for managing and supervising visitors and external agencies to keep young people safe	X			
The curriculum includes teaching about online safety, equality, bullying, CSE, Trafficking, sex and relationships to ensure they learn how to keep themselves safe appropriate to their age and stage	X			

Overview:

Safeguarding is extremely effective. The Leadership team are Level 3/DSL trained and all staff training is logged and dated with clear identification of updates on this training. Staff training is well planned and delivered which allows for staff to deal with any issues or concerns.

Training has been implemented regarding all statutory policies and further training has been delivered on FGM, forced marriage, Honour based violence, E-Safety, CSE, Prevent, Abuse/Neglect, Disability, Anti-Bullying and Child trafficking were all evidenced.

All records are up to date and requirements regarding safer recruitment have been met.

The students are offered a curriculum covering life skills which enables all key areas to be addressed.

Actions:

Quality Assurance Overall

	Highly Effective	Effective	Not Yet Effective
Quality of Education	X		
Behaviour and Attitudes	X		
Personal Development	X		
Leadership and Management	X		
Safeguarding	x		

	Name	Provision/Academy	Date
Provision Leader	John Pratt	Education Plus	6/2/2020
QA Representative	David O'Brien	Outwood Academy Ormesby- Assistant Principal	6/2/2020
QA Representative			
LA Representative			