

**TO: EXECUTIVE**  
**DATE: 14 JUNE 2016**

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**REPORT ON THE OUTCOME OF THE BRACKNELL FOREST  
COMMUNITY LEARNING INSPECTION  
Director of Children, Young People & Learning**

**1 PURPOSE OF REPORT**

- 1.1 To report the outcome of the Ofsted inspection of the community learning provision managed by the Bracknell Forest Community Learning Team which took place in 9 to 12 February 2016; the report was published 22 March 2016.

**2 RECOMMENDATIONS**

- 2.1 **To note the outcome of the recent Ofsted inspection.**
- 2.2 **To agree the action plan produced in response to the Ofsted Inspection 2016, as summarised in Annex A.**

**3 REASONS FOR RECOMMENDATION**

- 3.1 This is a statutory inspection of a regulated service the findings of which will be used to inform future provision.

**4 ALTERNATIVE OPTIONS CONSIDERED**

- 4.1 None, this is a statutory inspection.

**5 SUPPORTING INFORMATION**

- 5.1 Adult learning provision is grant funded by the Skills Funding Agency and is subject to inspection by Ofsted using the September 2015 Common Inspection Framework. The overall provision was judged to be requires improvement which is a deterioration from the previous inspection in November 2012 which was good. The four main contribution areas were also all graded as requires improvement:

- Effectiveness of leadership and management
- Quality of teaching, learning and assessment
- Personal development, behaviour and welfare
- Outcomes for learners

The full report is included as Annex B.

- 5.2 The Ofsted inspection was carried out 9 to 12 February 2016, ie 9 days after the implementation date for the restructure agreed by the Employment Committee on 28 October 2015. Therefore, the Inspection effectively covered the educational standards with the previous structure in place. One of the arguments presented in the report to the Employment Committee was that “without a shift in focus and additional staffing resource that the proposed changes will bring, the “good” grade is unlikely to be maintained”.

## Unrestricted

Verbal feedback from the Ofsted Lead Inspector was supportive of the changes implemented as a result of the restructure.

5.3 The Ofsted inspection report recommended the following areas for improvement:

5.3.1 Improve learners' progress and achievement by setting more detailed individual learning targets to help them make swift progress from their starting points.

5.3.2 Ensure that learners are clear about the commitment they need to give to courses, particularly those that lead to qualifications.

5.3.3 Ensure that managers' observations of the quality of teaching and learning focus more effectively on learning and the progress learners make.

5.3.4 Improve the rigour of the process to evaluate learners' progress and attainment in each learning session by ensuring that learners' self-assessment of their progress is always validated by tutors.

5.3.5 Integrate the development of learners' English and mathematics skills and their awareness of British values and the dangers of extremism more effectively into their courses.

5.3.6 Ensure that managers' self-assessment of the quality of the provision identifies all areas for improvement accurately and includes the views of learners and tutors on what is working well and what needs to be improved.

5.4 The Council must determine the exact actions to take to improve and a summary of the approach and action points is attached at Annexe A. The action plan is a live working document, which will be updated and re-focused on an on-going basis between now and the next inspection. The Ofsted Action Plan can be implemented within the existing grant funding by re-prioritising the budget.

5.5 An Ofsted Inspector has been appointed to provide support and challenge to support the service over the next 18 months. This includes two improvement visits and a subsequent reporting letter which confirms the actions, timescales and any further arrangements discussed at the visit. The next inspection is anticipated in 18 months time, in the autumn of 2017, at the latest.

5.6 The Self Assessment Report for the service for 2015/16 will highlight the Ofsted recommendations. The actions will be actively monitored through a Quality Improvement Plan which is on the agenda of the termly Management Board meetings.

### **Emerging Issues**

5.7 The Skills Funding Agency has held grant income for 2016/17 at the 2015/16 levels. This is a year of transition towards a new funding regime, to be known as Adult Education Budget which has an increased focus on skills for work and formula rather than grant funding. It is important that the implementation of the Ofsted action plan is achieved alongside the implementation of a new working model which maximises income from the Adult Education Budget in 2017/18.

5.8 Since the last inspection there have been adjustments in the inspection framework, which has meant a significant shift towards inspecting teaching and learning rather than policies and procedures. As a result of this, we need to shift our resource allocation to ensure the quality of the tutor workforce. Almost all tutors delivering for the service are 'casual' workers, often on a very occasional basis and it is imprudent

to expect that the quality of teaching and learning can be developed significantly using this model. Thus the number of casual tutors is being reduced from around 20 to around 10 and it is planned that five tutors are appointed on a more formal basis with effect from September 2016. This approach will increase tutors' non-teaching responsibilities (programme design, progression, signposting, tracking, subject specialisms); help with increasing commitment to Bracknell Forest Community Learning; support their own professional development and improve the stability of the tutor team.

## **6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS**

### Borough Solicitor

- 6.1 No significant legal implications arise from the matters discussed in this report.

### Borough Treasurer

- 6.2 The Borough Treasurer is satisfied that sufficient resources exist within the Adult Education grant income and budget to implement the proposed action plan.

### Equalities Impact Assessment

- 6.3 The actions included in the post Ofsted action plan (Annex A) have no particular adverse effects on any particular groups of individuals within the adult population of Bracknell Forest.

### Other Officers

- 6.4 Human Resources

There are no redundancies arising from the recommendations from this report and the employment matters, in placing relevant existing staff onto fixed term contracts, will be dealt with under the Council procedures.

## **7 CONSULTATION**

### Principal Groups Consulted

- 7.1 Children, Young People and Learning Departmental Management Team.

### Method of Consultation

- 7.2 Presentation at meeting

### Representations Received

- 7.3 N/A

### Background Papers

Annex A - Ofsted Action Plan

Annex B - Ofsted Inspection Report

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