



4 December 2017

Sue Jeffrey
Chair of Governors
Redcar and Cleveland College
Corporation Road
Redcar
Cleveland
TS10 1EZ

Dear Sue

Inspection Notice to Improve

This letter and its schedules constitute a Notice to Improve (NTI) in line with clauses within the Financial Memorandum and Funding Agreement between the Secretary of State for Education (DfE) acting through the Education and Skills Funding Agency (ESFA) on behalf of the Crown.

It sets out additional conditions of funding that Redcar and Cleveland College is required to comply with in order that ESFA can continue to fund. The conditions set out in the schedule(s) of this NTI are in addition to the conditions of funding set out in the Financial Memorandum and Funding Agreement.

This is in addition to the conditions already in place as a result of the Financial NTI issued 30 March 2015.

I am issuing this NTI because Redcar and Cleveland College has received an inadequate Ofsted inspection rating.

Schedule 1 attached sets out the action required under this NTI.

Referral to the FE Commissioner

This NTI aligns with the Department's published policy *Rigour and Responsiveness in Skills* (April 2013). This NTI also brings the college in scope for referral to the FE Commissioner for an independent assessment of the college's capability and capacity to make the required changes and improvements within a reasonable period of time. This assessment will build on the work already undertaken by the FE Commissioner and his team. Once this assessment has been completed by the FE Commissioner, we reserve the right to vary the terms of the NTI to reflect any recommendations made. These recommendations would be included in an additional Schedule to this NTI. The FE Commissioner's office will contact you regarding the arrangements for the assessment.

Where a NTI has been issued, the ESFA may take it into account when determining any eligibility for growth funding and/or it may also affect your ability to be successful in tendering for other funds and/or other competitive tendering processes for new provision.

Monitoring

ESFA will closely monitor progress made towards meeting the additional conditions through the scheduled case conferences and will work with you and wider agencies to secure the best outcome for learners, employers, the local community.

Compliance

If Redcar and Cleveland College does not comply with the additional conditions within the specified time period, ESFA will pursue one or more of a range of options outlined in, or incorporated into, the financial memorandum and funding agreement.

In all cases, the removal of the additional conditions will occur when Redcar and Cleveland College receives a letter from ESFA indicating that the additional obligations have been met.

Complaints

If you consider that ESFA has acted unreasonably or not followed a proper procedure in issuing the additional obligations, you can make a complaint under the procedure for dealing with complaints about the ESFA

<https://www.gov.uk/government/organisations/education-and-skills-funding-agency/about/complaints-procedure#other-complaints>.

Publication

From 1 August 2017, and in accordance with the funding agreement, ESFA will be publishing all NTIs on .gov.uk

Action required

Please acknowledge receipt of this letter and the schedule below by writing to me within 5 working days of the date of this letter.

This Notice is being copied to Ofsted and the FE Commissioner.

If you have any queries about the contents of this letter please contact Sue Thompson via email sue.thompson@education.gov.uk or telephone 07775706008.

Yours sincerely



Paul Williamson
Director, Northern England

Cc:

Ed Heatley, Interim Principal
Jos Parsons, Ofsted

Barbara Shaw, Corporate Director People Services, Redcar and Cleveland Local Authority
Richard Atkins (CBE), Further Education (FE) Commissioner

Schedule 1: Inadequate Inspection: Redcar and Cleveland College

This schedule sets out the additional obligations relating to the improvement of the overall services. It has been issued because the Ofsted inspection of Redcar and Cleveland College published by Ofsted on 16 November 2017 found the college to be inadequate.

Provision in Scope

The list below outlines the areas assessed as inadequate and requiring improvement:

Overall effectiveness Grade 4 (inadequate)

Effectiveness of leadership and management Grade 4 (inadequate)

Outcomes for learners Grade 4 (inadequate)

Quality of teaching, learning and assessment Grade 3 (requires improvement)

Personal development, behaviour and welfare Grade 3 (requires improvement)

16 to 19 study programmes Grade 3 (requires improvement)

Apprenticeships Grade 3 (requires improvement)

Adult learning programmes (requires improvement)

Timescales

The additional obligations outlined within this schedule must be addressed during the period up to re-inspection. Once the FE Commissioner has completed his assessment, an additional schedule will be issued to confirm any additional obligations that are required.

Compliance in respect of the additional obligations is improvement at re-inspection to at least an overall effectiveness grade of 3, requires improvement. If, on re-inspection, Ofsted judges Redcar and Cleveland College to be overall inadequate in whole or in part for a second time, the college will have failed to comply with the additional obligations.

In addition, in the event, that the college fails to secure a majority of assessments of 'reasonable progress' or better at its mid-point monitoring visit by Ofsted, ESFA reserves the right to take further action at that earlier point if it deems necessary.

Where it is evident that sufficient improvement is not or cannot be achieved within the timescales, the EFA reserves the right to take further action open to it at any point.

Monitoring and Progress

You are required to prepare a comprehensive response and this will be reviewed at case conference (regularity to be confirming by ESFA) meetings with the ESFA Intervention Team.

Further obligations

1. The college must prepare a Post Inspection Action Plan (PIAP) by no later than 15 December 2017 to focus on the themes and actions that will have most impact on improving teaching, learning and assessment and student progress and outcomes. It should clearly articulate how and when the actions will be achieved, measured (identifying activities and milestones) and which individuals will be accountable for delivery, implementation and progress. It should also identify external sources of support as appropriate.
2. The college should engage its staff in how it will approach implementation of the PIAP.
3. The PIAP must be endorsed by the Governing Body. In addition, there should be a dedicated committee of the governing body that has the sole task of overseeing implementation of the PIAP.
4. The governing body should review the frequency and arrangements with which it and/or its committees monitor implementation of the actions in the PIAP and their early impact in order to ensure that effective oversight of progress and challenge is rigorous.
5. The governing body should strengthen the process of regular performance management of senior leadership team members and that this should be replicated at all levels within the college.
6. The ESFA should attend governing body meetings and potentially committees in an observer status until it is satisfied that there is sufficient oversight and challenge of the PIAP or until the college achieves an improved inspection rating.
7. The college must facilitate and make staff, including senior staff/specific post holders, available for any meetings requested or organised by the ESFA or the FE Commissioner's office - including but not limited to monitoring meetings, stock take meetings or case conferences including stakeholders.
8. The college will receive monitoring visits from Ofsted. The college must share the outcomes of these visits with the ESFA who will consider these outcomes as evidence of progress being made. When Ofsted notifies the college of its full re-inspection, the college **must** invite a representative of ESFA to attend the formal Ofsted feedback meeting.