



Education & Skills
Funding Agency

Education and Skills Funding Agency
Agora Building
Cumberland Place
Nottingham
NG1 6HU
www.gov.uk/esfa

Robin Thompson
Chair of Governors
Moulton College
West Street
Moulton
Northamptonshire
NN3 7RR

5th April 2018

Dear Robin

Inspection Notice to Improve

This letter and its schedule 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 Moulton College is required to comply with in order that ESFA can continue to fund. The conditions set out in the schedule of this NTI are in addition to the conditions of funding set out in the Financial Memorandum and Funding Agreement.

I am issuing this NTI because Moulton 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. Once this assessment has been undertaken 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.

Where a NTI has been issued, 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 Moulton 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 Moulton College receives a letter from ESFA indicating that the additional conditions have been met.

Complaints

If you consider that ESFA has acted unreasonably or not followed a proper procedure in issuing the additional conditions, 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>.

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 in writing to Stuart Parkes (stuart.parkes@education.gov.uk) within five days of receipt.

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

Yours sincerely



Karen Riley
Territorial Director
Intervention Midlands and East
Education and Skills Funding Agency

Cc:

Stephen Davies, Principal
Jos Parsons, Ofsted

Richard Atkins, Further Education Commissioner

Lesley Hagger, Director of Education, Northamptonshire County Council

Schedule 1: Inadequate Inspection: Moulton College

This schedule sets out the additional conditions relating to the improvement of the overall services. It has been issued because the Ofsted inspection of Moulton College published by Ofsted on 3rd April 2018 found the college to be inadequate.

Provision in Scope

The areas assessed:

Overall effectiveness - Inadequate

Effectiveness of leadership and management - Inadequate

Quality of teaching, learning and assessment – Requires Improvement

Personal development, behaviour and welfare - Inadequate

Outcomes for learners – Requires Improvement

16 to 19 study programmes – Requires Improvement

Adult learning programmes – Requires Improvement

Apprenticeships – Inadequate

Provision for learners with high needs – Inadequate

Timescales

The additional conditions 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 conditions that are required.

Compliance in respect of the additional conditions is improvement at re-inspection to at least an overall effectiveness grade of 3, Requires Improvement. If, on re-inspection, Ofsted judges Moulton College to be overall Inadequate in whole or in part for a second time, the college will have failed to comply with the additional conditions.

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, ESFA reserves the right to take further action open to it at any point.

Monitoring and Progress

You are required to prepare a comprehensive response, in the form of an action plan to address the identified underperformance. This will be reviewed at case conference meetings with ESFA Intervention Team.

Further conditions

1. The college must submit a Post Inspection Action Plan (PIAP) no later than 30th April 2018 to focus on the themes and actions that will have most impact on improving effectiveness of leadership and management, quality of teaching, learning and assessment, personal development, behaviour and welfare, outcomes for learners, 16 to 19 study programmes, adult learning programmes, apprenticeships and provision for learners with high needs. It should clearly articulate how and when the actions will be achieved, measured and which individuals will be accountable for delivery, implementation and progress. It should also identify external sources of support as appropriate.
2. The PIAP must be endorsed by the Governing Body.
3. As advised by ESFA 12th March 2018 the college is required to review health and safety and safeguarding practices across the college taking the advice of an expert practitioner, ensuring that you have the recommended number of managers appropriate to the college's activities and that those managers are identified to all staff and students as responsible for health and safety. The college is required to have arranged for all health and safety managers to undertake appropriate training by 29th March 2018, ensure that a single record of staff is established that contains records of professional qualifications and that records for each staff member state that the required recruitment checks have been undertaken and recorded by 19th March 2018. The college is required to have ensured that all staff understand the process for making safeguarding referrals and the speed with which the referrals should be made by 19th March 2018.
4. The college must facilitate and make staff, including senior staff/specific post holders, available for any meetings requested or organised by ESFA or the FE Commissioner's office including, but not limited to, monitoring meetings, stock take meetings or case conferences.
5. The college will receive monitoring visits from Ofsted. The college must share the outcomes of these visits with 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.