

Whole Organisation Development Process (WODP) in Offender Learning

A summary of processes and supporting resources

Funded by



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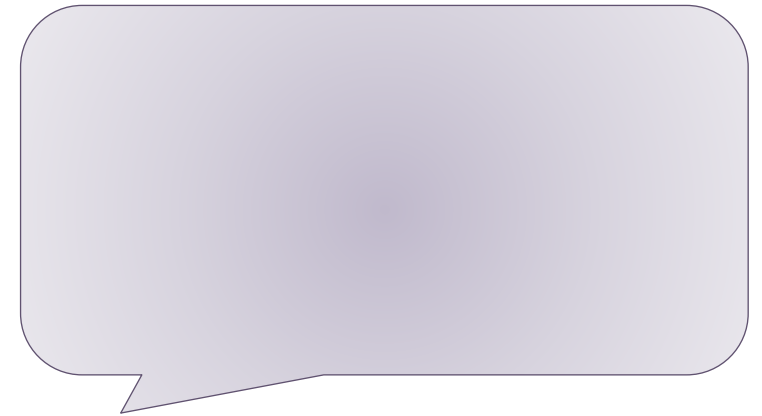
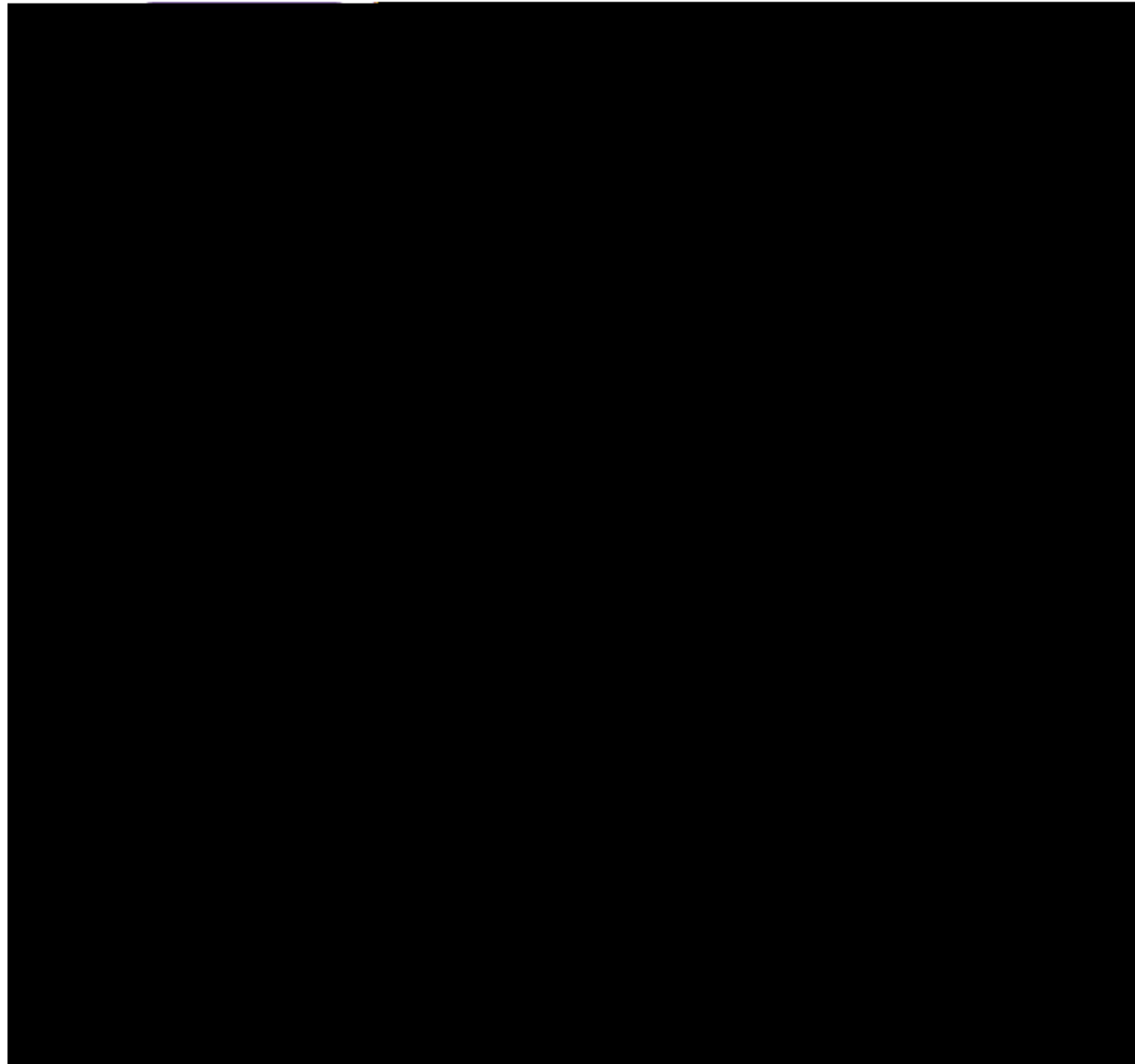


Introduction - how can the Whole Organisation Development
Process in offender learning

1. The Whole Organisation Development Process

This is a collaborative exercise developed to offer practical guidance to Learning and Skills Managers and QIGs to improve provision and prepare for inspection.

The diagram below summarises the stages of the Whole Organisation Development Process:



Stage 6 - The Health Check

Checking the quality and coherence of the learner journey and the impact of learning, skills and work interventions is an important element of the role of the Learning and Skills Manager and the QIG. For details of who should be part of the QIG, check the Guide for Learning, Skills and Employment Managers (See Helpful Links p26).

Observations of teaching, learning and assessment; learner voice activities; additional learning support arrangements; employer engagement work; and outcome and attendance data can all provide evidence of strengths and areas for improvement in each of the learning, skills and work areas. In addition, the minutes of Quality Improvement Group meetings will record how management information is used to demonstrate the quality of programmes, identify

2. Whole Organisation Development Health Check

Name:

Cluster Lead:

Date:

Establishment

Preparation for Inspection

Is your Establishment Ofsted ready? The Nominee should

a)

Preparing for a Health Check

Health Check Recommendation Summary

Establishment:	NOMS/Provider	Participants:	Dates:	List the priority areas for improvement:	
Summary of activities undertaken by health check team		Planning and assessment:			
Areas visited and number of observations of		Number of learners interviewed:		Type and number of discussions/meetings attended:	
Agreed recommendations including any outstanding from last Ofsted report:		By whom:		By when:	

3. Case study – HMP Littlehey

Working Together to Create a Whole Organisational Approach to Learning and Skills at HMP Littlehey

At HMP Littlehey both the regional and local Learning and Skills team and PeoplePlus, the OLASS Provider, are determined to create a whole organisational approach to learning so we were delighted to be involved in the pilot of the whole organisation development programme.¹ The prison was inspected in March 2015 and the Ofsted grades were 'Requires Improvement'. Much work had been undertaken post inspection to develop

Finally, as a regional team representing both NOMS and PeoplePlus, we are confident that this was time very well spent both in terms of supporting the good work done at Littlehey, but also in working more effectively in partnership.

John Algar, Regional Learning & Skills Lead East of England and Lorna Poll, Head of OLASS Operations, PeoplePlus

Feedback from other pilot prisons included:

"The Health Check was helpful to myself and our Activity Hub manager as it helped me focus on whether or not we had to had the necessary information to hand if an inspector was to announce a visit. It was and is also an excellent guide and we could clearly see if there were any gaps which we needed to work on."

Tracy Taylor, Activities Unit Manager-Learning, Skills and Employment, HMP & YOI Swinfen Hall, a Health Check Nominee

"Frequently we are working with providers and relying on their observation data and views on processes to inform our self-assessment and quality improvement processes.

Working alongside them to develop and complete the health check processes allows providers and Learning & Skills managers to provide a fresh and up to date picture of the learners' experiences in the prison environment and also gives a professional perspective on the work provision within the prison setting. Health checks reflect joint working at its best; the opportunity to challenge and to be challenged allows us to evidence our focus on quality for our customers and highlights where we need to go to allow continuous improvement."

Linda Cosham, Head of Learning, Skills and Employment, HMP Norwich, a Health Check Nominee

"Gives organisations opportunities to reflect on processes and what they do, which would give them opportunities to feel confident in existing processes or change, adapt, improve if necessary."

Mark Shovlin, Novus North East Cluster Manager

4. Resources

Presentation to Quality Improvement Group (1)

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Background and Aims

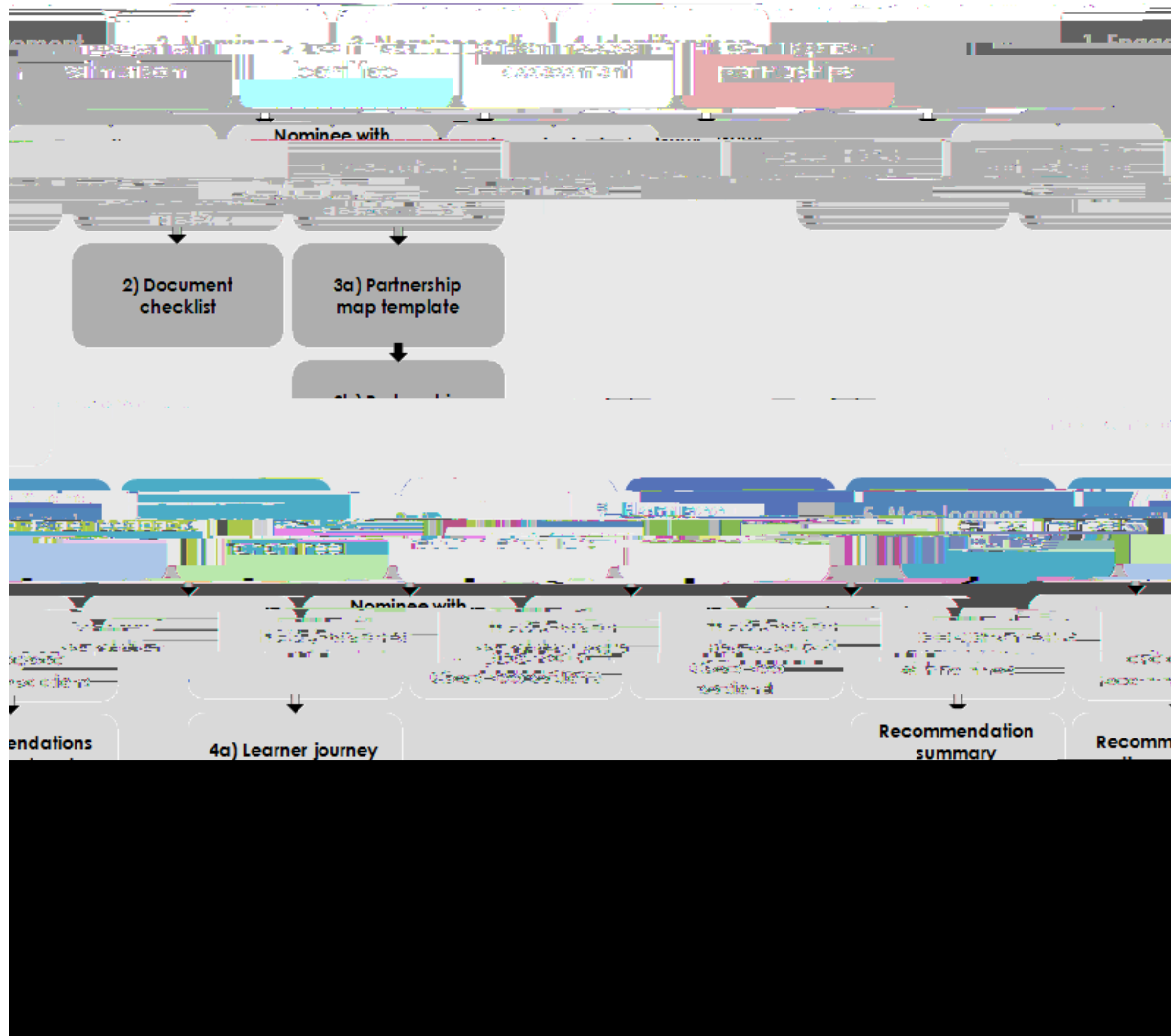
Prison led approach to quality improvement.

Provides a coherent approach to quality improvement.

Aimed at producing a sector-developed Health Check process mapped to new CIF.

Possibility of providing a consistent approach to quality improvement across prison estate.

Whole Organisation Development Process (WODP)



WODP - CIF aspects covered



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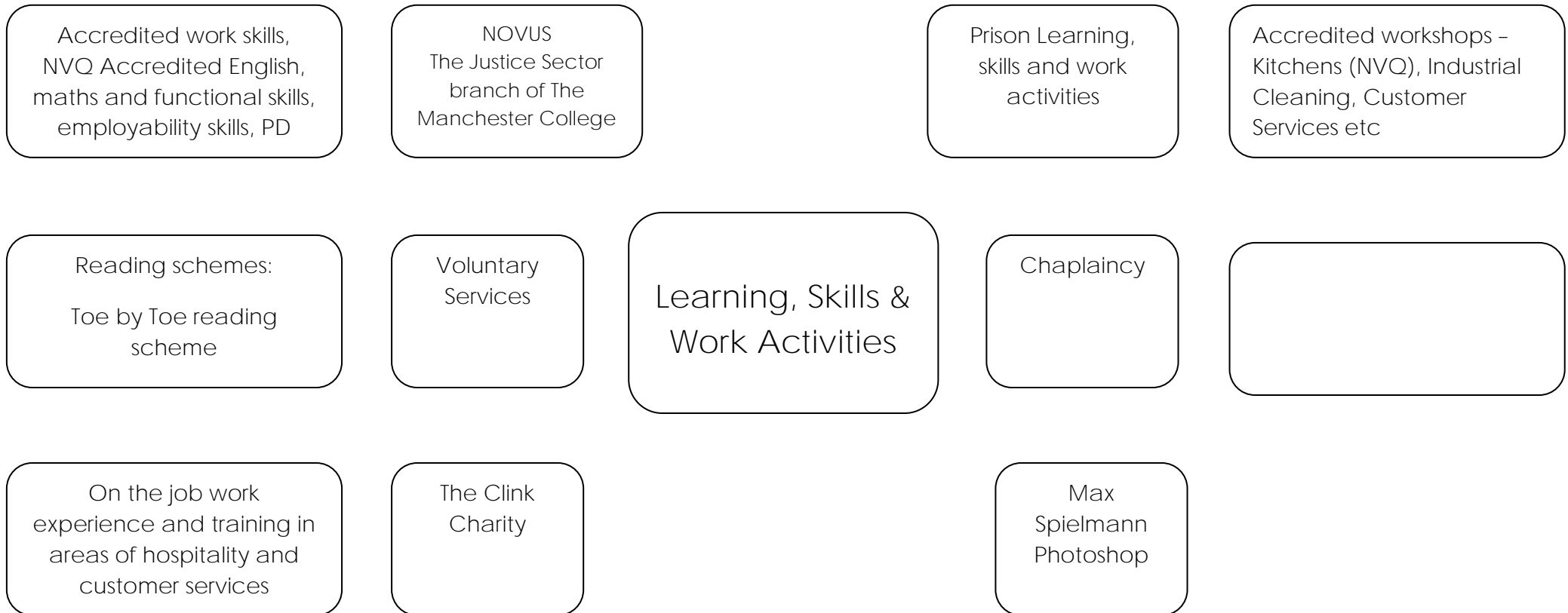
Document checklist (2)

Dated

In place

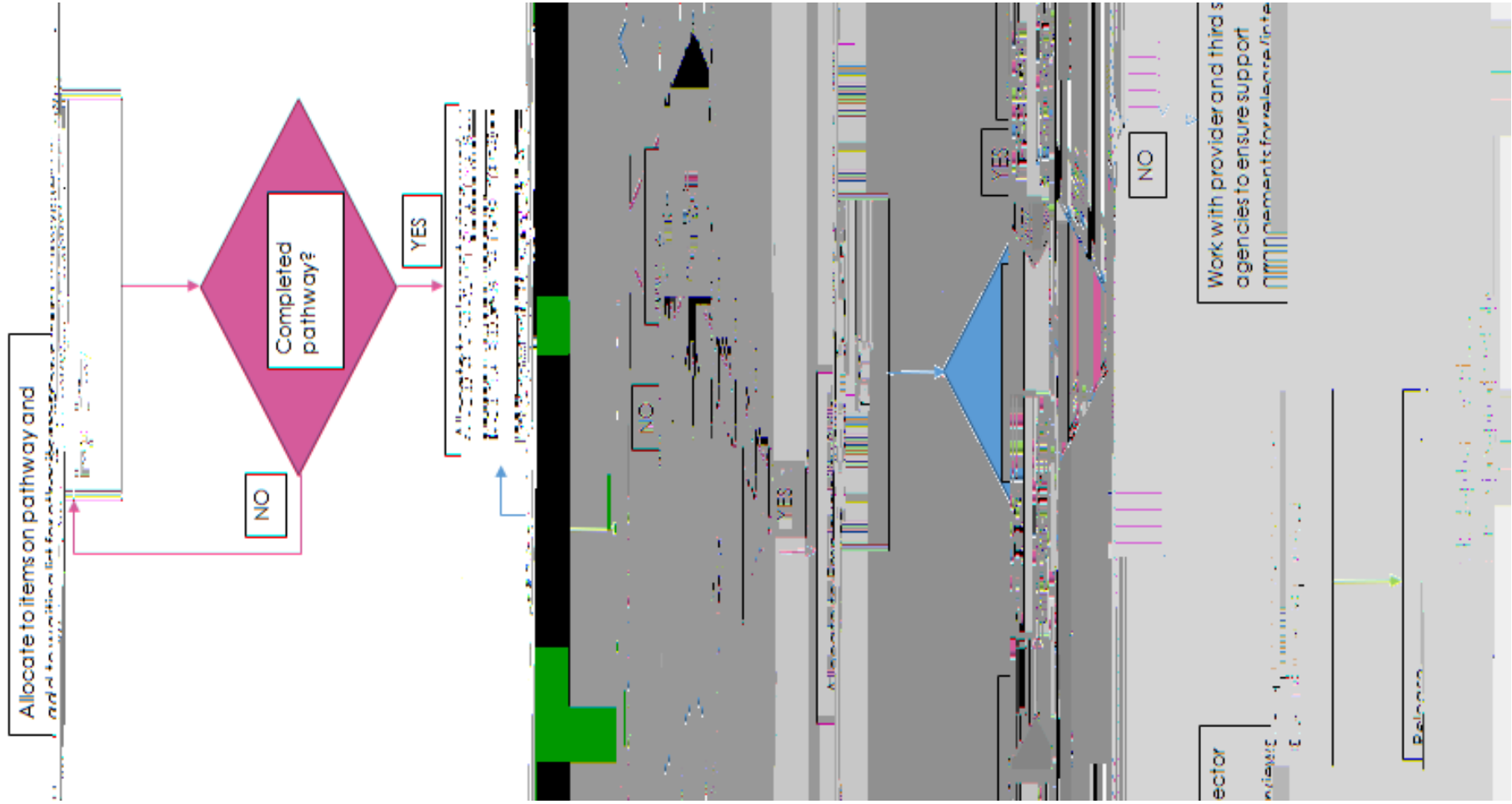
Partnership map template

Partnership map exemplar (3b)

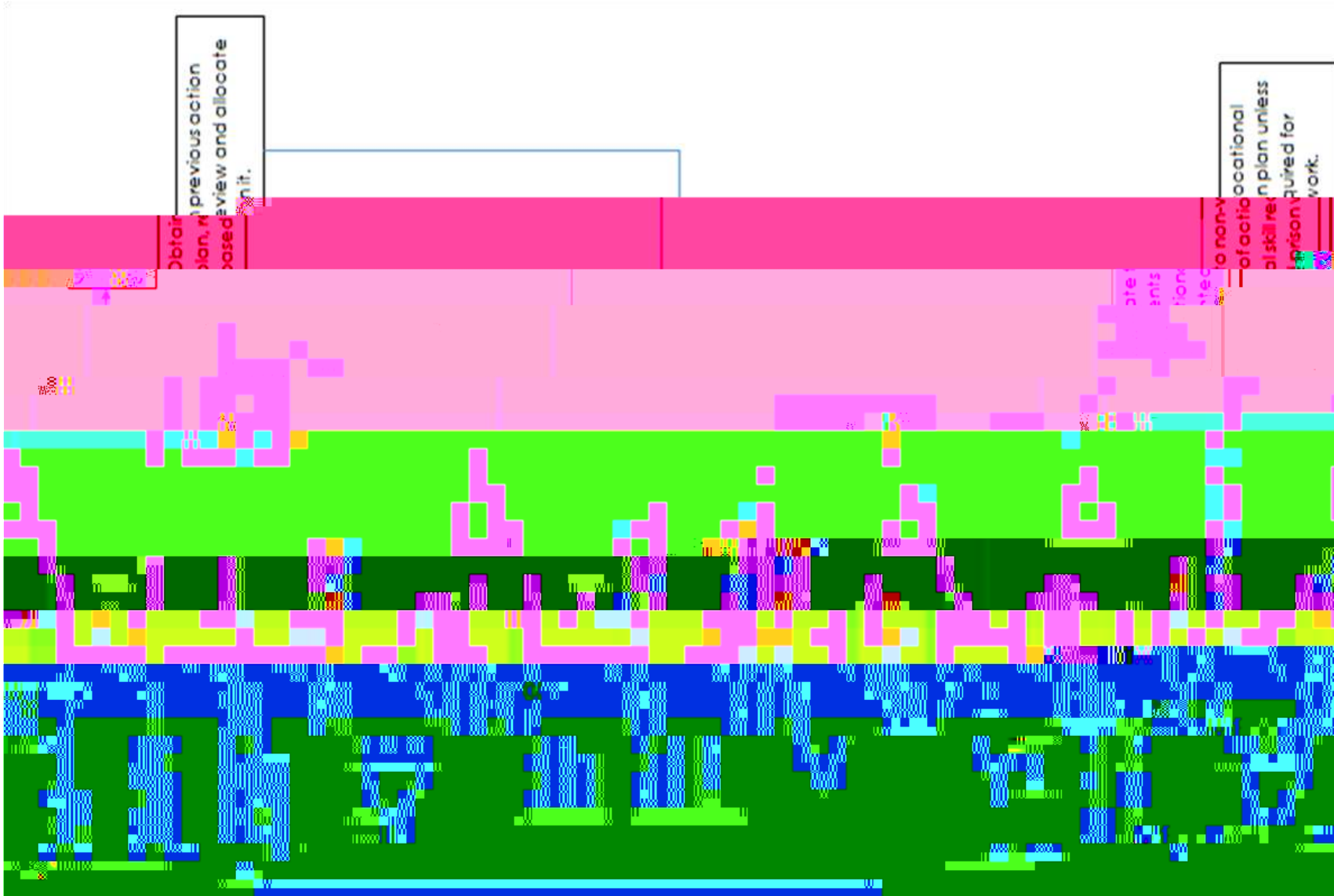


Learner journey template

Learner journey example 1(4b)



Learner journey example 2 (4c)



Helpful links

Resources for leaders, managers and practitioners

The Education and Training Foundation (ETF) has developed an offender learning exhibition website on the Excellence Gateway. The site is home to a range of effective materials including new materials which will be of interest to you as teacher, instructor, manager and leader across the offender learning sector.

For further information on:

Leadership and management - <http://offender-learning.excellencegateway.org.uk/leadership-and-management>

Teaching and learning - <http://offender-learning.excellencegateway.org.uk/teaching-and-learning>

English, Maths, ESOL materials - <http://offender-learning.excellencegateway.org.uk/maths-english-and-esol>

Vocational training - <http://offender-learning.excellencegateway.org.uk/vocational-training>

Equality and diversity - <http://offender-learning.excellencegateway.org.uk/equality-and-diversity>

Working in offender learning - <http://offender-learning.excellencegateway.org.uk/working-sector>

Inspection

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