



Observation of Teaching and Learning Policy

This Policy applies to all Company programmes except full cost provision where there is not an external accreditation.

1. **Rationale:** This policy is a response to the quality agendas and requirements presented by the Common Inspection Framework (Ofsted) The Handbook for Inspection (Ofsted) emphasises the central importance of the effectiveness of teaching and its impact on successful learning the references include:

"the work of the provider is thoroughly monitored, particularly the effectiveness of teaching and learning"

"how well the provider judges the effectiveness of teaching" "approach to improving the quality of teaching will inform overall judgement about leadership and management of the provider".

It is also very clear that judgements about the effectiveness of teaching and learning must determine robust development plans leading to demonstrable improvements in learner retention and achievement.

2. **Aim** The aim of this policy is to provide accurate and comprehensive judgements based on the overall effectiveness of teaching and learning across all Company provision.

3. Principles on which this Policy and Associated Practices are based

There are five general principles which should inform our approach to assessing the effectiveness of teaching and learning. They are:

The scheme should be conducted in an **open and transparent** manner applicable to all observed staff across the Company:

- assessing the effectiveness of training and learning should result in **standardised judgements**, consistent with those made by Ofsted, in order to command the support and confidence of the learning and development staff and the Leadership Team of The Real Apprenticeship Company;
- the **scope** of the scheme should include all key aspects of managing learning and supporting learners
- The scheme should support **quality improvements** and be integrated within performance appraisal, self-assessment and staff development.
- The scheme should monitor health and safety, safe use of IT, safeguarding and prevent policies

4. Procedures

- **Open and Transparent:** the scheme for observing and assessing the effectiveness

To be reviewed July 2019