

# **OUTSTANDING TEACHING, LEARNING AND ASSESSMENT TECHNICAL SKILLS NATIONAL PROGRAMME**

**Case Study**

**Created by: Weston College**

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**emfec**

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## OVERVIEW

This project looked at carving a pathway from entry into prison, to entry into an apprenticeship upon release from prison. For the project we focused on the vocational sector of Catering for our learners. Due to establishing early on during the project that prisoners can't be on an apprenticeship whilst in custody, the focus was shifted to gaining employment on release.

## KEY HIGHLIGHTS

1. A successful staff CPD event for 6 Weston College teachers from 6 different prisons, combined with the School of Food Apprenticeship project.
2. The opening of Leyhill Grounds Coffee shop; supporting up to 8 learners at a time that are still prisoners develop their catering and 'softer skills' whilst serving the general public, concurrently with their prison sentence.
3. Forming a collaborative long term partnership with Offploy CIC to forge pathways from entry to prison to entry to employment post release.
4. Implementing the appointment of 10 Employment Champions across the 10 prisons in the South West.
5. Appointing a Business Development Lead in partnership with Offploy to further build on the work of this project and to maintain momentum.
6. Bringing together different departments of Weston College to develop a central database (CRM) of employers that are willing to employ ex-offenders
7. Starting the momentum to becoming the first College nationally to 'Ban the Box' in partnership with Business in the Community
8. Becoming the voice for Offender Learning in the consultation process towards implementing T-Levels in secure establishments
9. Creating links with national catering employers (Lounges, YO! Sushi, Café Rouge, McDonalds and Bella Italia) to offer opportunities for learners on release from prison.
10. Creating a Personal Development Folder in partnership with various agencies and HMPPS to roll out across the 10 prisons in the SW.
11. Stewart Harrison becoming a member of the North Somerset Steering Group to influence policy and process regarding joint agency working for ex-offenders in the community.
12. Applying the model created through this project into the Construction sector.

## NUMBERS INVOLVED

Actual		
	Direct	Indirect
<b>Managers and senior leaders</b>	18	20
<b>Practitioners</b> (teachers, trainers, tutors...)	16 6 teachers, 10 employment champions	30
<b>Learners</b>	36 6 learners per 6 catering classes	50 Including employment day at HMP Channings Wood
<b>Providers</b>	5	5 Through Building Better Opportunities and West of England Works
<b>Employers</b>	6	17 on CRM

total

81

122

203

## AIMS

The aim of this project was to pilot an outstanding 'end to end' technical education route from entry into prison to entry into employment, education or apprenticeship on release. The pilot intended to bring together the independent work conducted by a range of organisations under one umbrella, providing a succinct, deeper and meaningful employer engagement / partnership within the proposed (15) technical routes of the Sainsbury Review.

Throughout the three phases in prison (Induction, Education and Exit) a clear pathway was piloted that encompassed all the organisations involved in each phase, putting the prisoners' needs at the heart of the journey. Weston College already works with these organisations within Offender Learning but a more cohesive and rationalised approach would improve all services. Currently partnership working and success varies on a prison by prison basis and this trend is reflected nationally. At present too many individuals re-offend. The cost of current levels of reoffending has been estimated to be £9.5 - £13 billion per year. This pilot aimed to establish and evidence a successful model from entry to prison into education, training or Employment on release and then to roll this out on a regional and national scale within the prisons. The aim was to reduce re-offending rates and therefore the impact of crime upon society.

Taking a proactive and creative approach aimed to unlock potential and transform lives, for the benefit of the individuals, their victims, society, business, the economy and the nation as a whole.

## METHOD

The initial mission was to seek out catering employers that would work with ex-offenders. After this, it was trying to work with the employers to design a curriculum that would meet their needs in order to offer employment opportunities to the learners upon release. We then needed a personal development file to record the progress that each learner made during their stay at HMP to evidence that they were ready for employment on release. Once we had mapped all this out, we then needed to work with the various agencies in the prison to agree on this pathway. Obviously each prison had their own requirements, as did each organisation and all the catering employers wanted something different, understandably! And then there was the security issues...

In brief, we added the employers that were willing to work with us to a database, we choose some key employers to work with on the project and we asked 6 catering teachers to attend a CPD day to advise them about the employer's needs. We also offered them an opportunity to upskill in the kitchen and learn some new catering techniques. We reviewed the PDF and discussed the implementation. We also reviewed some ETF Maths in catering resources to support the learning of maths through catering. These were well received by the teachers and they were taking them back to their individual prisons. The future employer was happy and the teachers were happy to be able to add some additional value to their curriculum. The next step was to look at the referral process from within each prison to signpost the learners to this pathway. This was then implemented and we decided to work with a specialist provider called Offploy to support this process.

## RESULTS

### Outputs

1. 2 CRM's- one to monitor employers that are willing to employ ex-offenders and one to monitor progress of learners upon release from prison.
2. 10 Employment Champions to focus on employability within T, L & A and as a point of contact for referrals to the employers
3. A referral process and flowchart with supporting policies to ensure clarity
4. Working with Offploy CIC to support the learners and to provide momentum to the process
5. Weston College becoming a 'Ban the Box' organisation to encourage employers to work with us. We believe in leading by example
6. A Business Development Lead from Offploy to generate additional business links and exit point for our learners
7. A PDF and documents to go with this (such as certificates) through the gate to employment
8. 50 prisoners into employment by the end of July 2018
9. Leyhill Grounds coffee shop

### Outcomes

1. Teachers using ETF maths catering resources for the benefit of the learners and teachers

2. Improved engagement in maths and English as it's a prerequisite into employment on the flow chart
3. Employment champions supporting learners, teachers and employers on routes into employment from prison
4. Up to 8 prisoners at a time engaging in work at Leyhill Grounds
5. Teachers upskilling through CPD with the School of Food
6. Collaborative working between CRC's, HMPPS, Weston College, NCS, Offploy, Working Links and NPS
7. Clear 'end to end' process for the learners/prisoners

## IMPACTS AND WHAT HAS CHANGED

### Short term

1. Appointing 10 employment champions will immediately improve the T, L & A of technical routes through being critical about all elements of the vocational curriculum, supporting employer links from a prison perspective and supporting individuals through the referral process. This can be measured through learner feedback, numbers of learners into vocational employment and a reduction in re-offending rates
2. Improved emphasis and relevance of employability skills in lessons and recording of these within the PDF
3. Clearer start points for learners based on IA's with a clear pathway to employment, all documented in 1 place and transferable to employer upon release as a record of achievement. Can also now start to measure value added in a similar way to FE college's
4. Significant increase in numbers of employers that are willing to work with ex-offenders. Initially it was single figures. Now we have at least 6 employers just for catering and there are more recorded on the CRM that didn't fall into this project.
5. Shared workload through the appointment of a Business Development Lead from Offploy. This will also support learners released across the country as Offploy has links in all 4 corners of England.

### Long Term

1. Widening the focus of the employment champions into other sectors, including Construction, Manufacturing and logistics/transportation.
2. Possible sponsorship of the curriculum areas from employers within the prisons
3. Use of PDF in all establishments in the SW and nationally.
4. Curriculum designed around prison release areas and labour market information based on filling skills gaps. This will see a reduction in skills gaps, unemployment and reduced offending rates.

5. Apply pressure to the DfE to learn from the mistakes made regarding not allowing Apprenticeships in prison and influence the policy surrounding T-Levels. This will hopefully mean the external work experience element will have a clause regarding secure establishments.

## IMPROVEMENTS TO TEACHING, LEARNING AND ASSESSMENT

There is a significant increase in employability running through the catering curriculum in the prisons that attended the CPD event, with learners now focussing beyond the qualification and believing that there are genuine employment opportunities for them upon release. I am hopeful that over a period of time, this will be infectious and as the employer links grow and branch out into other curriculum areas, so too will the strong employability thread. As a result, the value of the vocational education courses will also grow with learners appreciating the importance of this education in order to secure employment on release.

The assessment methods are still in line with the awarding bodies, but because the learner appreciates that there could be an offer of employment on release, they are far exceeding the awarding body requirements. The evidence of assessment and also the individual progress that is made is also recorded more accurately within the PDF. Previously, there was no measure of distance travelled against start points. However, the PDF is able to capture this for the teachers and learners benefit, during the classes to aid differentiation, but also to show learner progress from beginning of course, to the end. Hopefully leading to a portfolio (PDF) of softer and specific skills developed whilst in HMP.

## LESSONS LEARNT

Hit the ground running. As soon as the bid is awarded, you are expected to be in a position to start reporting on developments. For us, this didn't allow us to get everything in place prior to reporting on the progress. For example, the recruitment of the Business Development Lead to oversee this project took 3 attempts and in the end we ended utilizing existing members of staff.

I hate boxes! We are expected to think outside the box to resolve the issues and barriers that we face as part of the project. We are all totally different projects, yet every report we have to complete the boxes to fit in with the project requirements.

Give up your day job! When you are trying to be innovative, groundbreaking and charting new territories, you will be expected to do this on top of your normal work duties. Days were set aside for this project, however, I did underestimate the amount of time that was required.

## WHAT YOU PLANNED TO DO TO CONTINUE THE WORK

It feels as though the project is now at its most productive stage having put the foundations in place.

All 10 prisons in the south west are now involved in supporting not just the catering pathway into employment, but all learners into all sectors. The employment champions will be focusing on employability within T, L & A and we will be seeing the impact of the PDF following at least 50 learners into employment by July 2018.

We have also appointed a Business Development Lead from Offploy to maintain and grow this momentum from the pathway into catering project.

The Ban the Box campaign will lead to other College's and organisations following this initiative and hopefully reduce the discrimination that people with previous criminal convictions face.

Leyhill Grounds will remain, providing food and drinks to the general public and offering the prisoners the opportunity to interact with society from the world outside of the prison walls. To some it will be about grabbing a great cup of coffee. To others it will always be about putting into practice what was learnt in the kitchen classroom of a prison, preparing prisoners for the world beyond the walls and developing the softer skills that have been lost during incarceration. Ultimately, if this leads to one less death, one less victim and one less person re-offending, then this is a positive outcome.

## ONE TAKEAWAY MESSAGE- A LEARNERS VIEW

*'I have been in prison for 16 years now, during which time I have gained a Diploma in Professional Cookery. I came from a butchery background but I've always had an interest in cooking.*

*This project has given me the opportunity to put what training I've had into practice. Not only the cooking element but the food hygiene and safety, and running a commercial kitchen. I have gained some valuable experience organising, running service and managing stock levels. My proudest moment however was receiving a 5 star rating from the EHO after our inspection. I know that the experience gained from this project will put me in good stead when I join XXXXXXXX group on release'- Paul, prisoner at HMP.*

### Feedback from HMPPS

*'On Friday 1<sup>st</sup> December HMP XXX formally opened the XXX Coffee Shop, working in conjunction with Weston College and Releasing New Potential (a Community Interest Company) the old Staff Mess, that had been mothballed many years ago was transformed over a period of a year, into a modern Coffee Shop and café. This facility is not only available for staff but also the general public and visitors to the establishment. Employing at present up to 8 offenders it provides a real life work experience for those employed within it. The facility can cater for private parties/meetings and the like as well as providing refreshments and food for those who visit.*

*Furniture with the Coffee shop was made on site at HMP XXX and artwork and soap produced in other prison establishments is available on sale. Attendees on the day included both members of all three partner organisations who all agreed it was great facility with huge promise and potential.' - Governor HMP*

*'Thank you for your support of this event, it is very much appreciated as we do everything we can to assist our leavers into meaningful work and rehabilitation'- Head of Reducing Reoffending HMP.*

## Employer

*'I will personally support the learners involved in this project and will be more than happy to share the successes in the other regions that I work with'. - Franchise holder*

### PHOTO'S FROM THE YO! SUSHI EVENT IN CABOTS CIRCUS





## PHOTOS FROM SCHOOL OF FOOD CPD DAY





## THE OPENING OF LEYHILL GROUNDS COFFEE SHOP

[www.releasingnewpotential.co.uk/2018/03/09/new-coffee-shop-for-leyhill/](http://www.releasingnewpotential.co.uk/2018/03/09/new-coffee-shop-for-leyhill/)