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## **GMLPN Network Meeting**

Wednesday 13<sup>th</sup> March | 2024

WiFi:

Guest Network

Guest2020



# Agenda

- Arrivals – Teas & Coffees
- Welcome | **Mark Currie**, Chair of GMLPN
- **Paul Cocker – Ofsted**
- **Stribe**
- Networking Break
- **GMLPN Update**
- **Joseph Lennox**
- **Julie Liddell – Still Human**
- Close | **Mark Currie**, Chair of GMLPN
- Lunch

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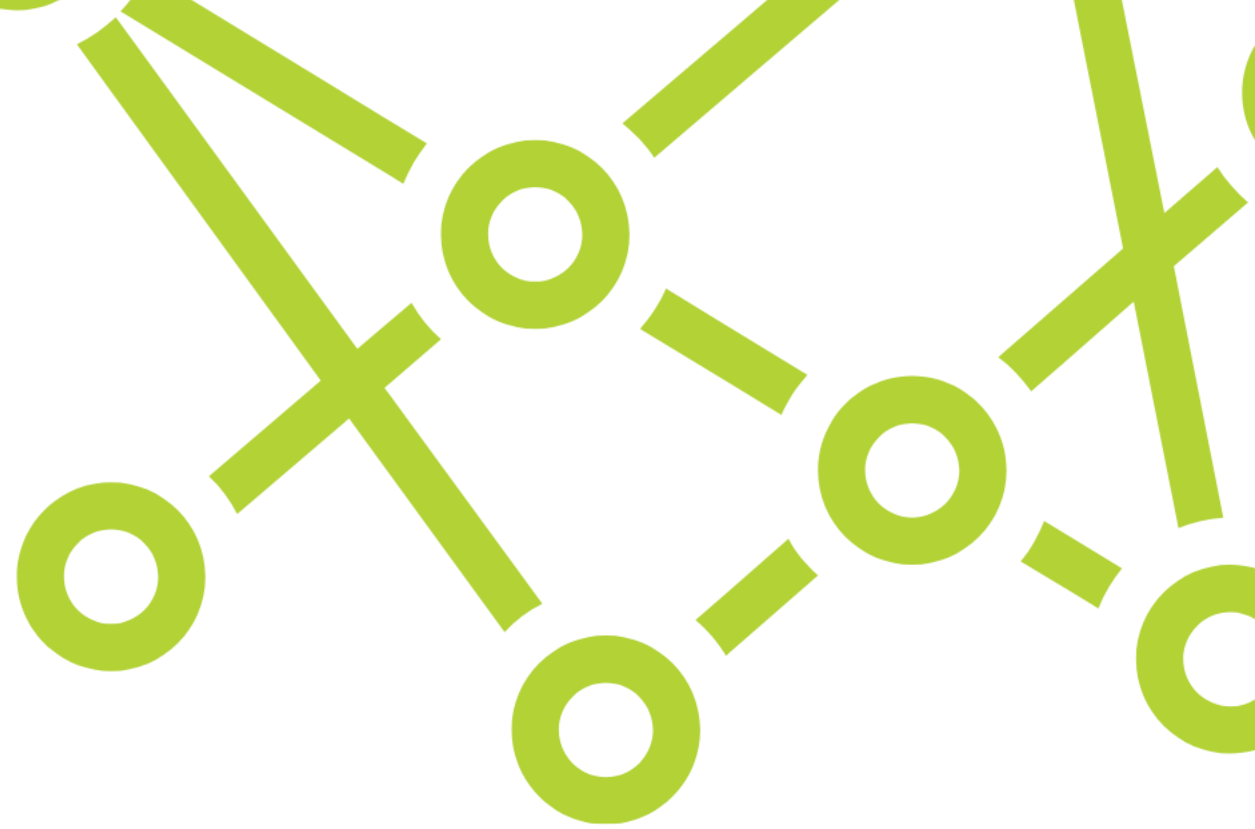
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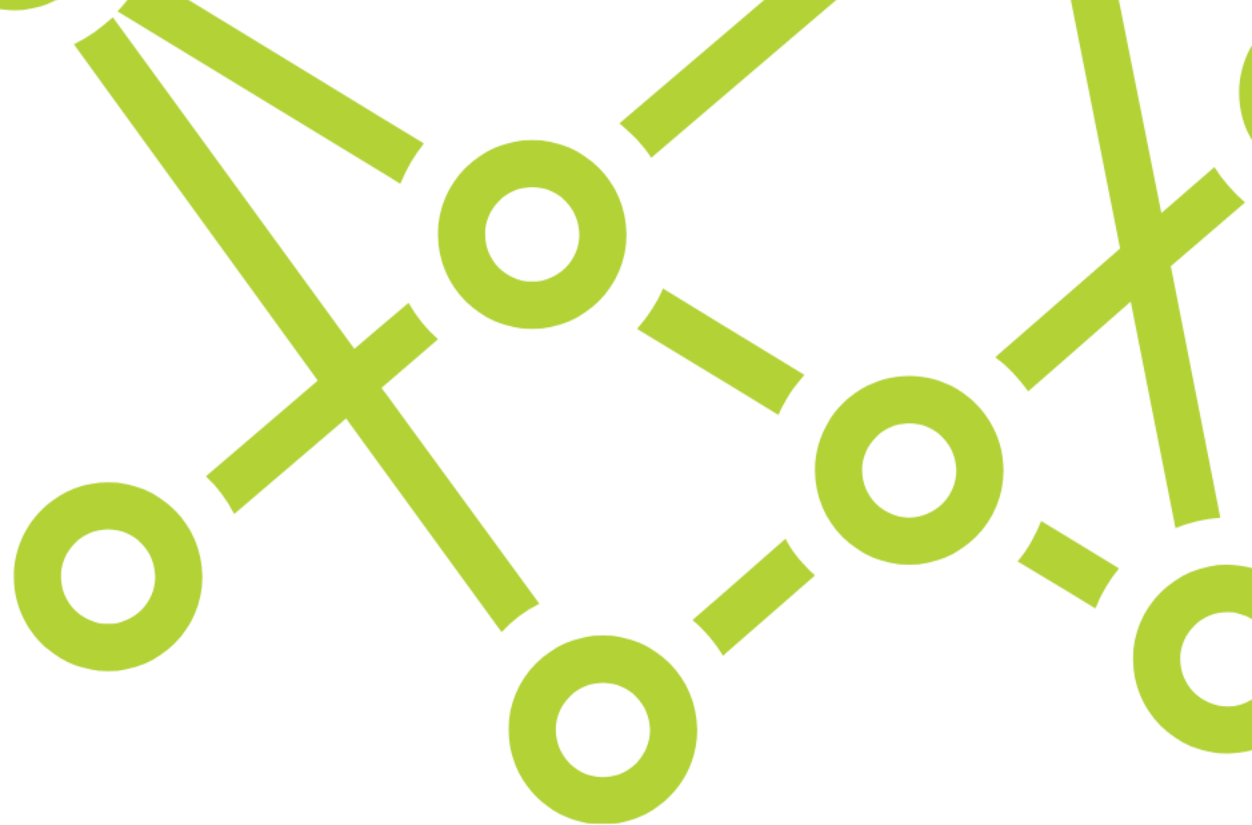
**Mark Currie | Welcome**

GMLPN



**Paul Cocker**

Ofsted

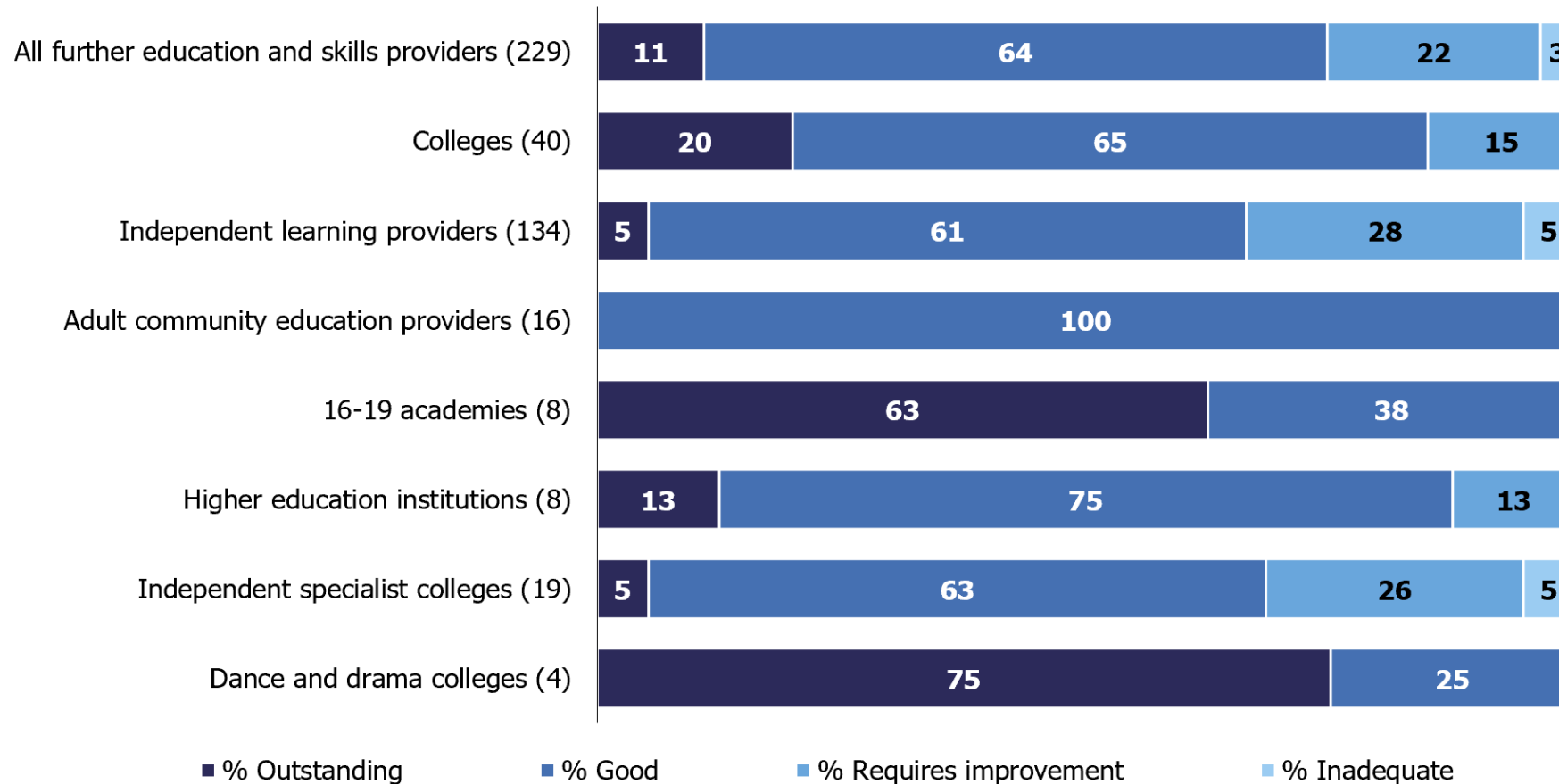


# Greater Manchester Learning Provider Network

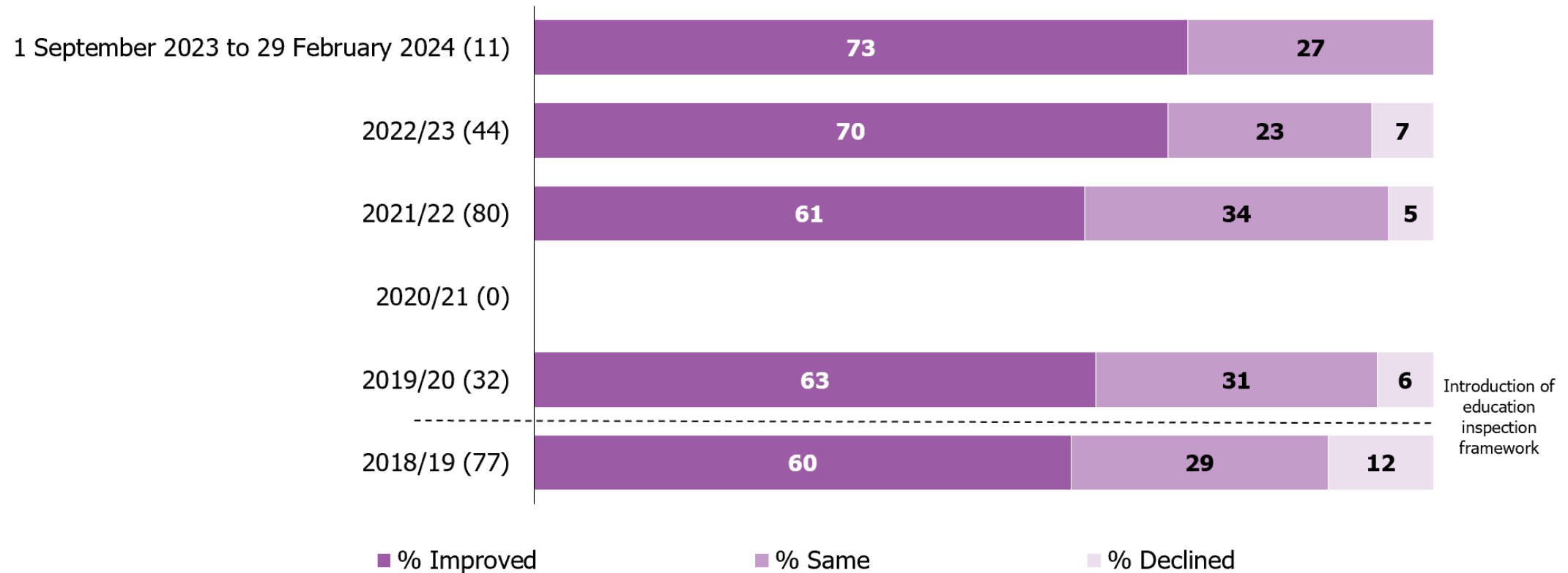
Paul Cocker, Senior His Majesty's Inspector - NW



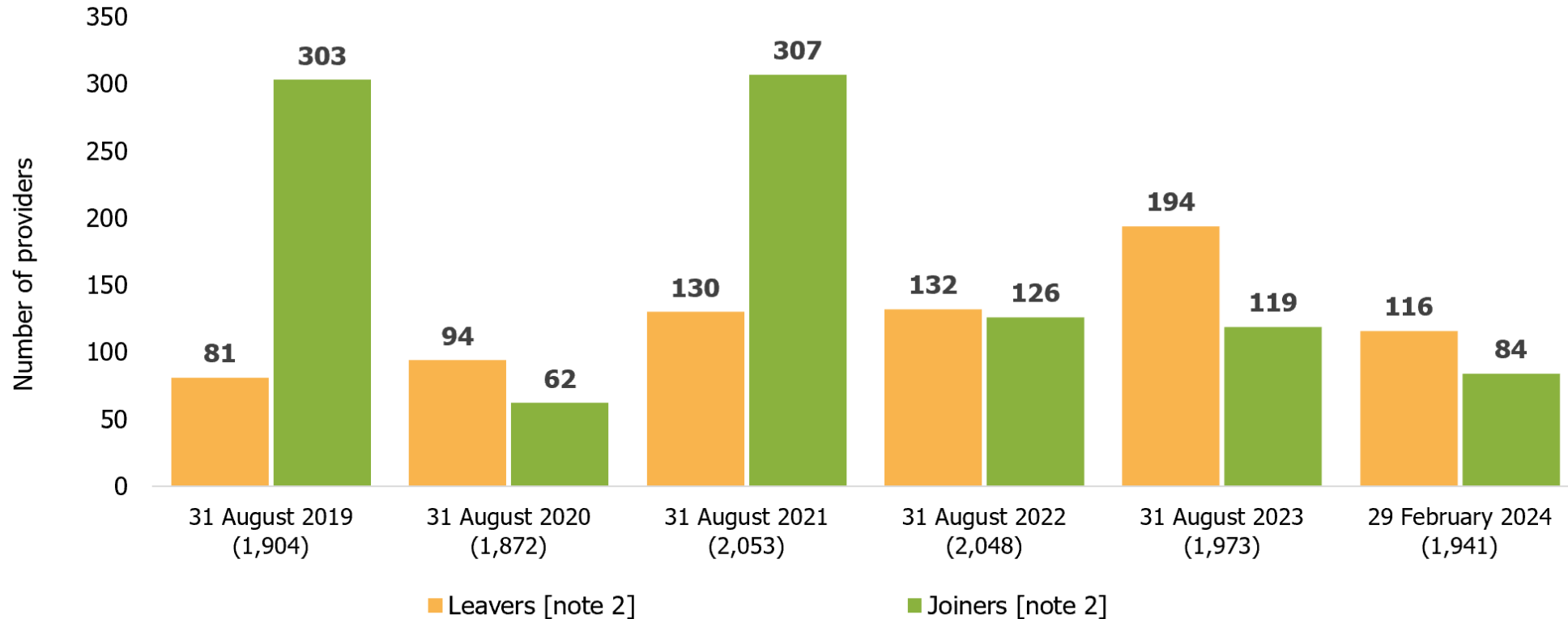
# NW - Overall effectiveness of further education and skills providers at their most recent inspection, as of 29 February 2024



# National - Previously grade 3 further education and skills providers that improved, declined or stayed the same at their next full inspection



# National – further education and skills joiners and leavers over time



# Key findings from inspections in the NW



# What are the strengths that we are finding in NW inspections?



- Providers are increasingly working more closely with employers to inform curriculums.
- Clear intent of the curriculums are being identified that mostly link to regional and national skill priorities, with clear sequencing of curriculums
- Baseline assessments are completed at the start of courses or apprenticeship, but.....(see next slide)
- Most providers employ very well qualified staff in the professions which they specialise, but.....(see next slide)

# What are the weaknesses that we are finding in NW inspections?

- Baseline assessments are not used effectively to design a challenging curriculum for learners and apprentices so they can achieve their potential.
- While staff have extensive technical competencies, too often their teaching skills are not sufficiently developed to support learners and apprentices.
- Assessment is not consistently used to check on what learners and apprentices have learned, and to inform future teaching or training.
- Careers education, information, advice and guidance is not consistently provided throughout courses or apprenticeships.
- Turnover of staff, vacant posts and use of agency staff is having an impact on the quality of education.




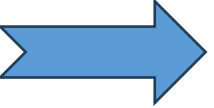


Ofsted



The Big Listen is a wide-reaching and comprehensive effort to hear from the full range of professionals and providers Ofsted works with, as well as the parents, carers, children, learners and employers Ofsted works for.

# What is the Big Listen?



-  We want to see high standards and positive outcomes for all children and learners
-  We will listen to feedback, criticism and ideas for small changes or big reforms
-  If your work, your children, your decisions, your education, your skills training or your care are impacted by what we do, we want to hear from you
-  Ofsted will carefully analyse all the responses to the Big Listen consultation and publish its conclusions and plans later this year.

# What is the Big Listen?



A wide-ranging consultation focusing on four themes:

- 1 How we report our findings
- 2 How we carry out inspections
- 3 How we can have a positive impact on the sectors we inspect
- 4 What we need to do to be a world-class inspectorate and regulator, trusted by parents, children, learners, employers and the sectors we work with



Independently led surveys and focus groups



Meetings and events like this

To take part in the Big Listen:



[gov.uk/ofstedbiglisten](https://gov.uk/ofstedbiglisten)

The consultation closes 31<sup>st</sup> May 2024

# Ofsted on the web and on social media

[www.gov.uk/ofsted](http://www.gov.uk/ofsted)

<https://reports.ofsted.gov.uk>

 [www.linkedin.com/company/ofsted](http://www.linkedin.com/company/ofsted)

 [www.youtube.com/ofstednews](http://www.youtube.com/ofstednews)

 [www.slideshare.net/ofstednews](http://www.slideshare.net/ofstednews)

 [www.twitter.com/ofstednews](http://www.twitter.com/ofstednews)



**Kieran Innes**

Stribe

*Stribe*



*Stribe*



Wigan & Leigh  
College

**When people  
are heard,  
teams are *happy***





**Kieran Innes**  
Founder and CEO

*Stribe*



**Jo Bohan**  
Head of HR



# Super quick bit on us

tootoot)))

x

*Stribe*





# **Wigan & Leigh College**

## **Engagement & Stribe**

**Joanne Bohan**  
**Head of HR**



# Employee Engagement



Employee engagement describes the level of enthusiasm and dedication a worker feels toward their job. Engaged employees care about their work and about the performance of the company, and feel that their efforts make a difference.

# Employee Engagement Impact

Employees who have good quality jobs and are managed well, will not only be happier, healthier and more fulfilled, but are also more likely to drive productivity, better products or services, and innovation. **CIPD**





- Pilot project with Stribe on engagement and employee voice
- Key impacts on workforce particularly during the pandemic
- Allows regular pulse surveys and route of anonymous feedback
- You said we did so feedback loop is closed and employees see action
- Supported improved return rate on Staff Survey summer 2023 to 82%



## Starting Point



**Culture change**



**FE limited funding**



**Low engagement starting point**



**COVID**



**Community**

# Bucking the Trend

## Impact



### Staff Survey

Increase in employee engagement through Staff Survey participation from 36% to 82%



### Attrition

Staff attrition first year in service reduced by 7.5%, 10% below the sector benchmark at 15%



### Student Numbers

Increase in student numbers by over 1,000 during this period



### Income

Income increased by £12 million in the last 5 years and is predicted to be over £40 million by the end of this year



# Culture Change



## Focus Groups

Held with the Principal and Vice Principal

Twice a year

Feedback and updates



## Employee Voice

Actions!

You Said We Did updated twice a year with Focus Groups

Closing the feedback loop



## Stribe

Pulse surveys to check temperature

Direct feedback route

Peer acknowledgement



## Refreshed approach to Staff Survey

Twice!  
York College benchmark



## Employee Wellbeing

**Occupational health, counselling, EAP**

**Health activities, clubs, events**

**Wellbeing afternoon**

# Staff Survey 2023

**The College is well lead and managed**

88%



**The College has a reputation for the high quality of its provision**

95%



**I feel I have job security**

93%



**I am proud to be a member of staff at the College**

97%



**The College encourages feedback from all its customers**

94%





# PEOPLE @ WLC



# WELLBEING WALKS AND CRAFTS



# GREEN WEEK

## GREEN WEEK 24 - 28 APRIL

During this week the College will have a daily theme:  
**MEAT FREE MONDAY • CYCLE TO WORK TUESDAY  
CAR SHARE WEDNESDAY • THRIFTY THURSDAY  
RECYCLABLE FRIDAY**

Each day will have lots of activities we can all get involved in.  
Further information to follow!

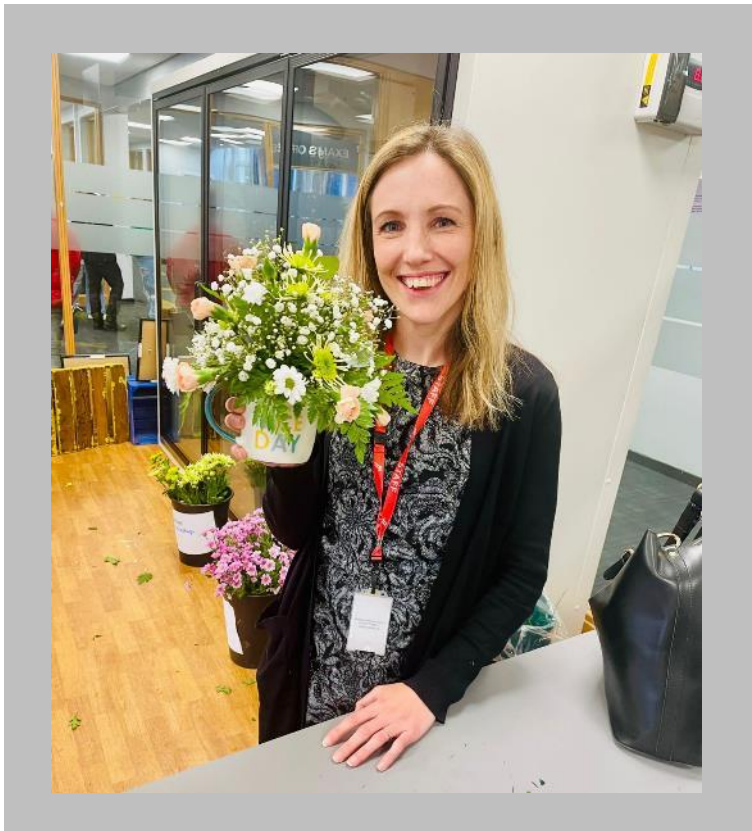


# WIGAN RUN FESTIVAL and 10k



# LUNCH TIME FLORISTRY CLUB

Creating flower arrangements during Mental Health Awareness Day



# MINDFUL CRAFTING FOR WORLD MENTAL HEALTH



# STAFF BOOK CLUB

## STAFF BOOK CLUB

- Research shows that being part of a reading group can help you to feel happier, connected to others and helps you enjoy your reading more.
- Research also shows that participation in shared reading groups is linked to enhanced relaxation, calmness, concentration, quality of life, confidence and self-esteem.

Our meetings are held termly at Parsons Walk LRC, and we next meet on Tuesday 3rd October 5.15pm  
New members very welcome! Let us know if you would like to attend. Contact [a.watt@wigan-leigh.ac.uk](mailto:a.watt@wigan-leigh.ac.uk)



# KNITTING CLUB

Knit and chat supporting The Lewy Body Society



# FESTIVE CELEBRATIONS



# MENTAL HEALTH DAY

**World Mental Health Day**  
Tuesday 10th October 2023

**Brew and Biscuits**  
Join us for brew, biscuits and a chat  
Tuesday 10th 10:30 - 13:00  
PW - Behind Reception  
PF - Back of the Refectory  
Leigh - Boardroom

**Wellbeing Challenge**  
We challenge you to do something positive for your mental health and share it with your colleagues on Stribe! Watch out for an announcement on Stribe

**Progressive Relaxation Therapy**  
Relax your mind and rest your body by tensing and relaxing specific areas of the body in sequence  
With Claire Owen on  
Tuesday 10th - 12:45 - 1:15 - Leigh B1  
Wednesday 11th - 4:30 - 5 - PW 208E  
Email Abbey Halliwell to book

**Floral Craft Card Session**  
With Vicky Madden on  
Tuesday 10th at 12 - 1 in 212 at PW  
Email Abbey Halliwell to book

**Easy Stretches at Your Desk**  
Details to follow

**Wellbeing at Wigan and Leigh**  
A look at all the wellbeing initiatives we have on offer to support you



# UKRAINE DONATIONS



# FAMILY FUN DAY



# SUMMER CELEBRATION



# STAFF WELLBEING AFTERNOON



# CHRISTMAS HAMPER DELIVERIES



# Wigan & Leigh College

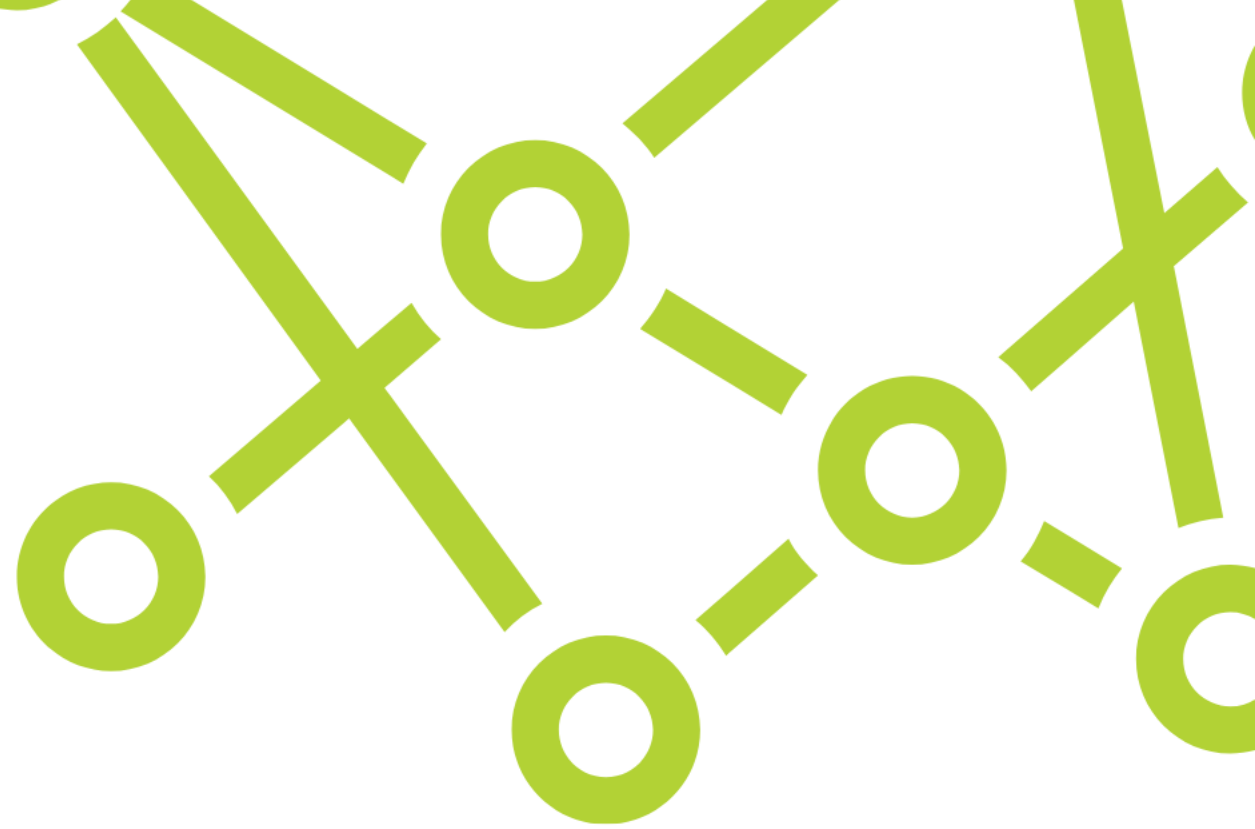
#great place to work



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**Networking Break**

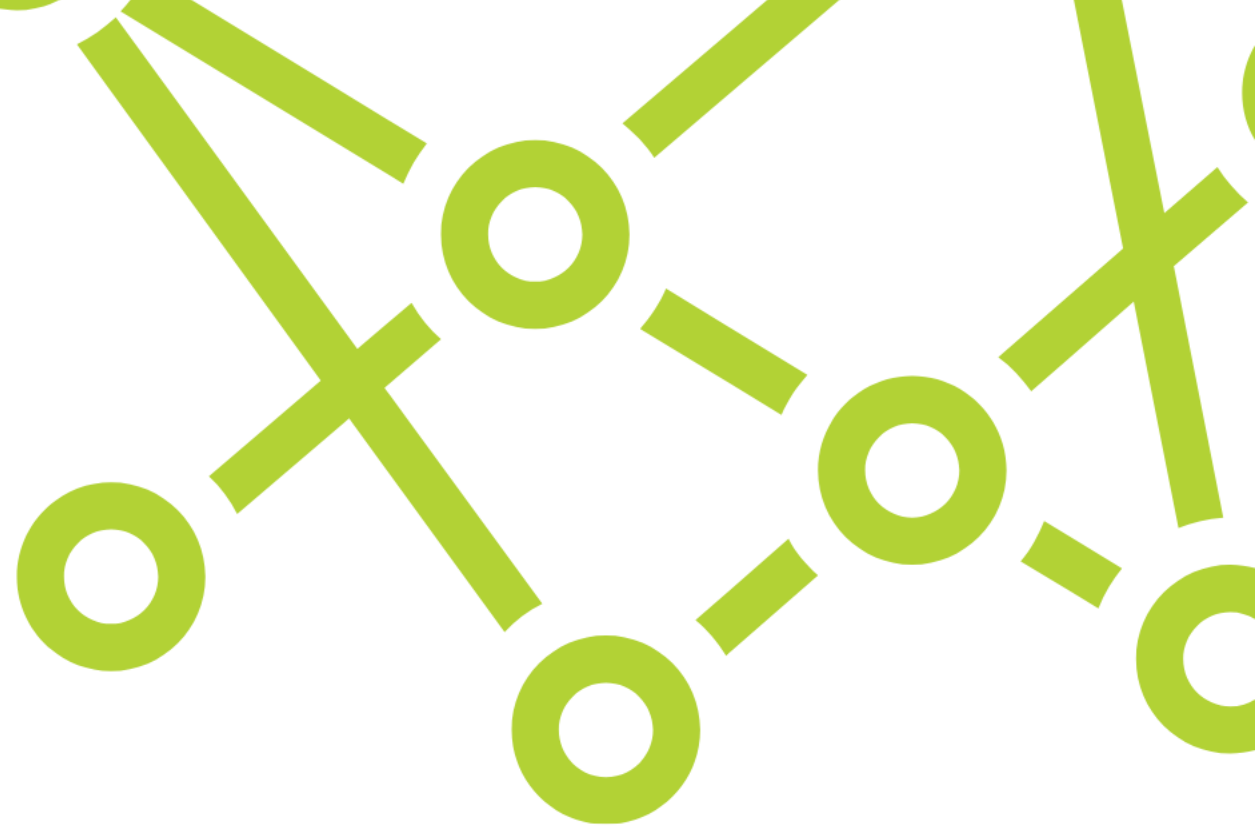


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## GMLPN Update

GMLPN





# March Update

13<sup>th</sup> March 2024



# OUR PRIORITIES

01

Influencing &  
Informing

02

Demonstrating  
the Impact of  
Vocational &  
Technical Skills

03

Facilitating  
the Respond  
to Employer  
Skills Needs

04

Capacity  
Building

# First 6 weeks Overview

- Office Refresh
- Members
- Event Round Ups
- Power Bi Dashboards
- Sector Specific Workshops
- Next Steps



# Office Refresh

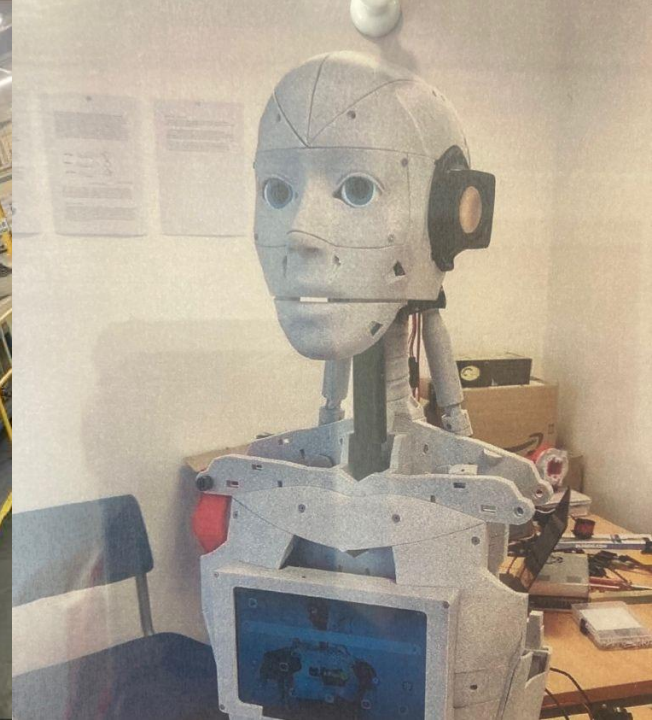


The office underwent a transformation to align with the recent changes within the network, mirroring the new direction set for the network, that aims to inspire the team and create a new energy.

This revamp aims to embody and support the evolving goals and aspirations of the team in this new space.

# Members

- Introduction of a showcasing video offer to members
- Met with 50% of members either virtually or in person
- Book time in with me [here!](#)

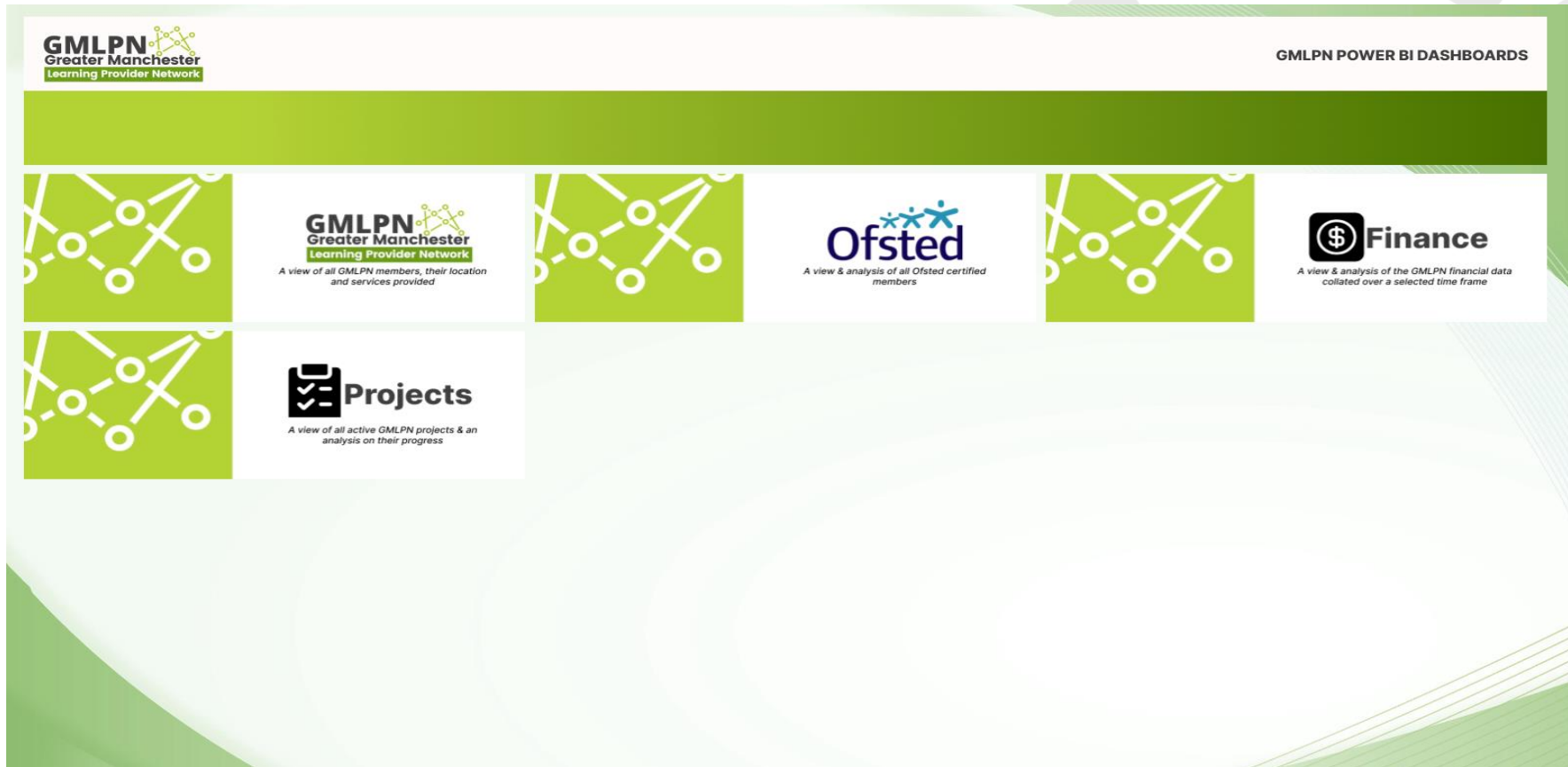


# Event Round Ups

- AELP Day with Ofsted
  - Big Listen launch – have your say online!
- GMCC Winter Assembly –
  - NEET/ T-Levels
- GMCA Meetings
  - Reminder for all GM Adult skills providers to include GMCA /Sharon Kelly in Ofsted inspection regarding local skills
- DFE
  - Skills bootcamps
- IFATE
  - EPAO, Reasonable Adjustments, Future Skills Market ( in conjunction with Innovate)
- AAC Conference
  - Funding inadequate for supporting wider curriculum, neurodiverse, staff development
  - 16+ population grows until end of the decade – demand for places will be high.
  - SME engagement has fallen by 14% since 2016 nationally
  - 1/3 of BAME students do not know about apprenticeship opportunities
  - 30-40% of current jobs in the UK will be impacted by AI over the next 5 years
  - Construction industry workforce will be short nationally by 250,000 – many at L2!
  - By 2030 all construction workers must relicense – need for modularised training

# Power Bi Dashboards

Data driven decision making



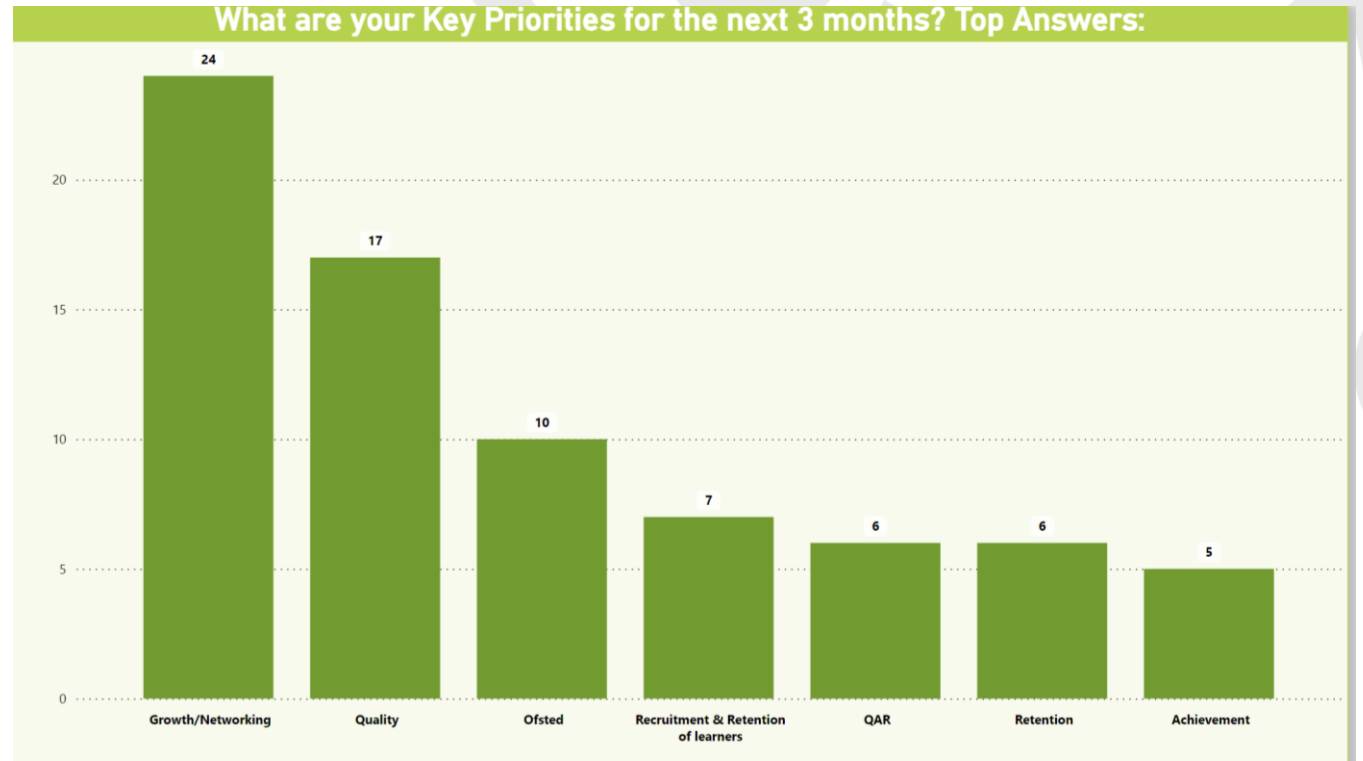
# Sector Specific Workshops

Launch of engaging workshops based on members & GM need

'you said, we did' approach

Based on January network meeting poll results

- FE Recruitment & Retention - April
- Future Skills Landscape - May
- Driving Quality Education – June



# Next Steps

- NEET WORKSHOP –
  - Outcome: Social Mobility Plan
- Outcome of AWD bid – 18<sup>th</sup> March
- Launch of member sector workshops & forums that meets member need & LSIP (update Jan 24)
- Wave 5 Adult Skills Bootcamps Commission coming soon
- General Election Outcome....

# Audit & Compliance Workshop

**Thursday 28<sup>th</sup> March, 13.00-16.00**

**Blackley Golf Club, £89 (+Fee +VAT)**

The workshop is aimed at Apprenticeship providers and those involved in the data management, ILR entry and quality assurance & compliance arrangements.

The session will review the Apprenticeship evidence base providers need to generate to be successful at audit and will cover findings from recent audits, lessons learnt and key areas of focus – the session will cover:

- A refresh of the audit process and the new compliance testing format
- What auditors are looking for
- Key Apprenticeship compliance requirements
- Recent audit findings
- PDSAT Update
- Accountability

# Safeguarding Adults Webinar

**Thursday 9<sup>th</sup> May, 13.00-15.00**

**Online, £39 (+Fee +VAT)**

After this session, you will be able to:

- To understand what 'safeguarding adults and adults at risk means' in the education and work based learning sector.
- To gain an understanding around current safeguarding adult risks and themes.
- To gain knowledge around how to engage employers around these risks.
- To understand how to support learners to keep themselves safe and how to refer if you have concerns.

# Multiply PSP

 Funded by  
UK Government

**SKILLS  
FOR LIFE**  
**MULTIPLY**

**GREATER  
MANCHESTER**  
DOING THINGS DIFFERENTLY FOR OUR WORKFORCE

**GMLPN**   
**Multiply Provider Support Programme**  
*Building workforce capacity as part of the  
Greater Manchester Multiply Programme*

- Maths Ambassadors Network
  - 27<sup>th</sup> March – F2F @ GMCC, 13.00-15.00
- 2 days fully funded Maths Consultancy offer

If you'd like to discuss how the Multiply PSP can support your organisation to build capacity to deliver maths, get in touch with Charlotte [charlotte.j@gmlpn.co.uk](mailto:charlotte.j@gmlpn.co.uk)

# SAVE THE DATE



## AI in Further Education Event

23<sup>rd</sup> May 2024

9.00-16.00

More info coming soon!

## Other...

- Instep – Leadership Programme (UKSPF)
- Designated Safeguarding Lead Training
- Equality, Diversity and Inclusion consultants/ partners?

# Mental Health & Wellbeing Support

## Learners/Apprentices, Staff and Leaders

- Initial Professional Exchange – February 2024

still human





## GMLPN Mental Health & Wellbeing Champion Role

As Further Education staff, we recognise we have a responsibility to create an environment that promotes and proactively supports learner and staff mental health and wellbeing.

### The role:

- Having, or committing to having, a mental health and wellbeing policy accompanied by a clear implementation action plan which is monitored regularly and reviewed annually.
- Creating an open and inclusive ethos which includes respect for those struggling with their mental health.
- Promoting equality of opportunity and challenging mental health stigma through onboarding processes, embedding within provision and curriculum, and by promoting wellbeing through tutorial programmes.
- Encouraging and collecting learners' views on mental health and wellbeing.
- Providing appropriate mental health training for staff e.g. Mental Health First Aid Training.
- Ensuring a consistent and positive approach to staff wellbeing.
- Providing targeted individual mental health support where appropriate or alternatively signposting to external support services.
- Providing relevant information to staff, learners, employers, parents and carers.
- Establishing effective links with local health system and voluntary sector mental health providers.
- Promoting the benefit that physical activity and sport has on mental wellbeing.
- Attend GMLPN events and webinars focused on mental health & wellbeing.
- Share good practice and resources across GMLPN.
- Be available to help other network members if they need advice and support.

*Your organisation needs to be a member of GMLPN in order to become a GMLPN Mental Health & Wellbeing Champion.*

This champion role has been adapted from the work GMLPN undertook in partnership with AoC, funded by the Greater Manchester Health and Social Care Partnership.



**SCAN ME!**

## Peer Reviews from Oldham College

Now  
Available



As a Centre for Excellence in SEND (CofE) we can offer any school, college or training provider with post-16 provision the opportunity to engage with a Peer Review.

These are fully funded by the Department for Education (DfE) and are an opportunity for us to support the development of providers' inclusion and SEND offer, through a process of self-assessment and external review.

The Peer Review will compliment a range of activities available, with our team of specialists visiting the provider to explore agreed themes and identify recommendations for improvement.

### Benefits of a Peer Review

- Able to benchmark and be confident in inclusive practice
- Build on existing professional standards
- Have recorded recommendations to support decision-making
- Improve outcomes and destinations for learners with SEND
- Access to good practice communities.



Get more information on our peer reviews by scanning the QR or calling 0161 785 4071

Visit: [oldham.ac.uk/student-support/support-for-fe-providers/](https://oldham.ac.uk/student-support/support-for-fe-providers/)

## Peer Reviews from Oldham College

Now  
Available

### Who can access a peer review?

Any general Further Education providers or schools with post-16 provision who are ambitious about improving their inclusive practice, or want an impartial review of their SEND offer.

### The Process

1. An initial virtual meeting with Oldham College to identify a focus and create a plan
2. The completion of a self-assessment document
3. A two-day visit with our team of experts who will look at identified key themes
4. A comprehensive report containing improvement actions
5. A follow-up meeting to discuss findings and recommendations



Get more information on our peer reviews by scanning the QR or calling 0161 785 4071

Visit: [oldham.ac.uk/student-support/support-for-fe-providers/](https://oldham.ac.uk/student-support/support-for-fe-providers/)

# GMLPN Member Filming Offer

- 1 free, 90 second video produced by GMLPN
- Expression of interest rounds throughout the year to submit a request... first one launching today!



# GMLPN Member Filming Offer



**SCAN ME!**

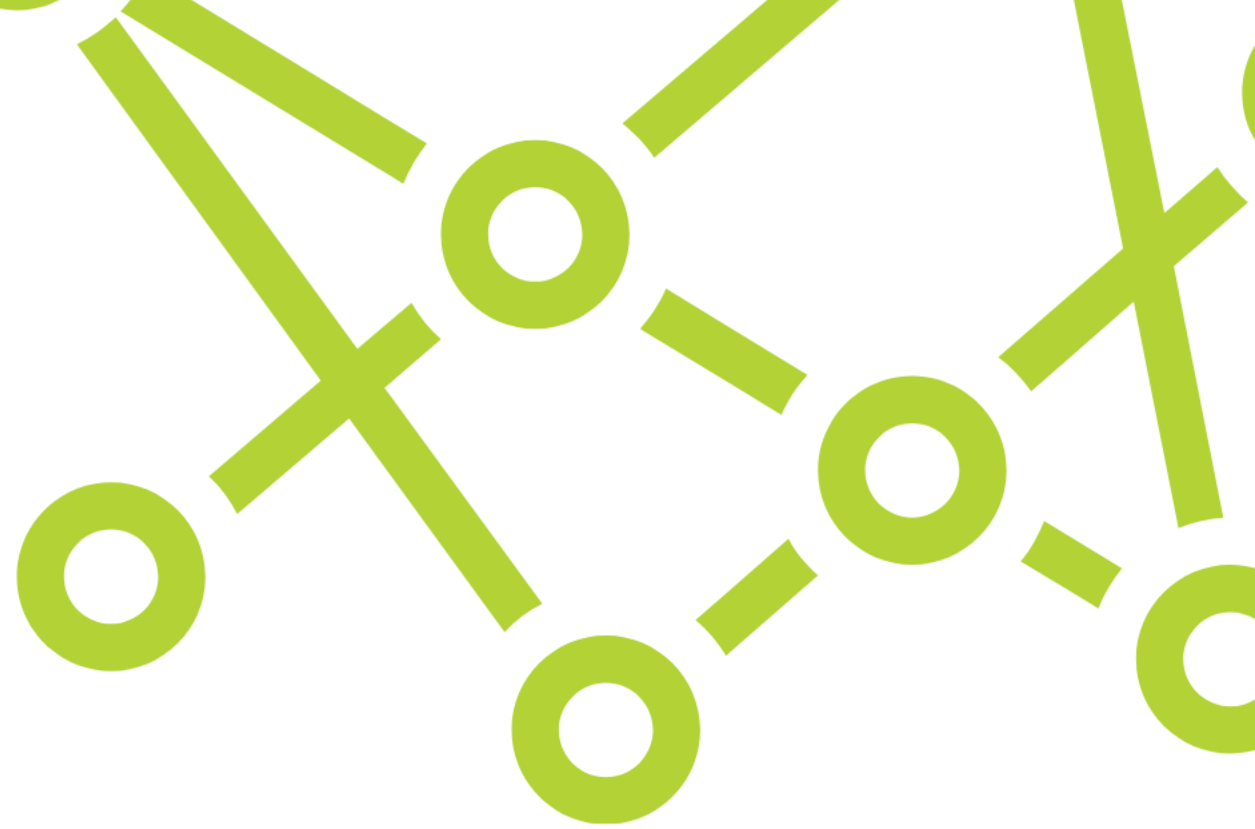
**EOI form open today closing  
5pm 22<sup>nd</sup> March 2024**

**Joseph Lennox**

HMRC



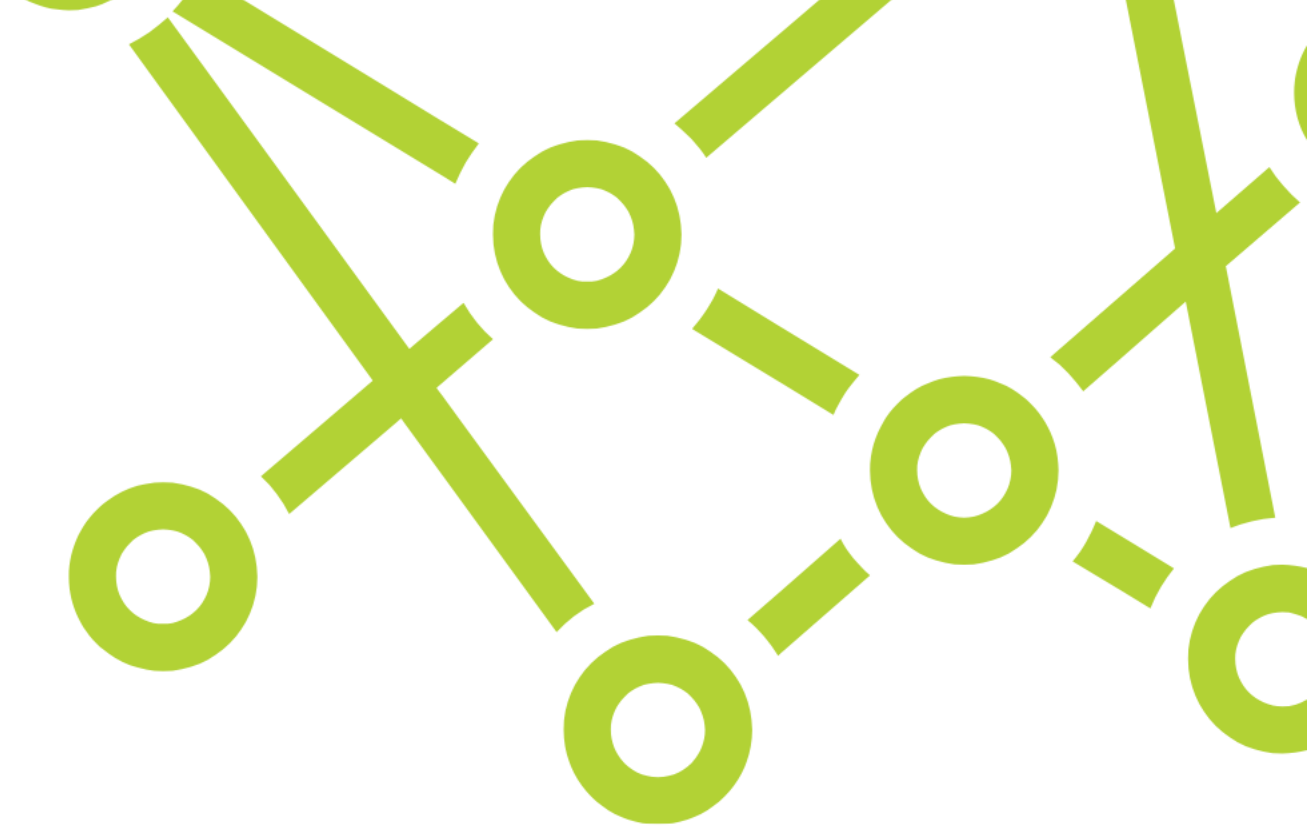
HM Revenue  
& Customs



**Julie Liddell**

Still Human

still human



# still human

Proud to be part of  The Edwin Group

THE SUNDAY TIMES  
 **Best Places  
to Work 2023**



still human



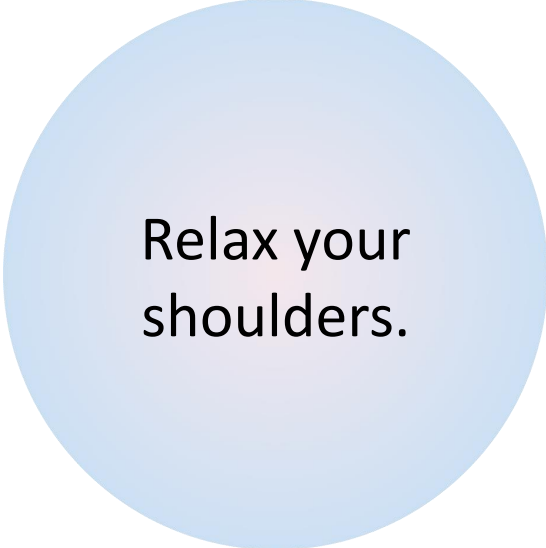
# The MIND less FULL

A Mindfulness for Stress  
Management Workshop

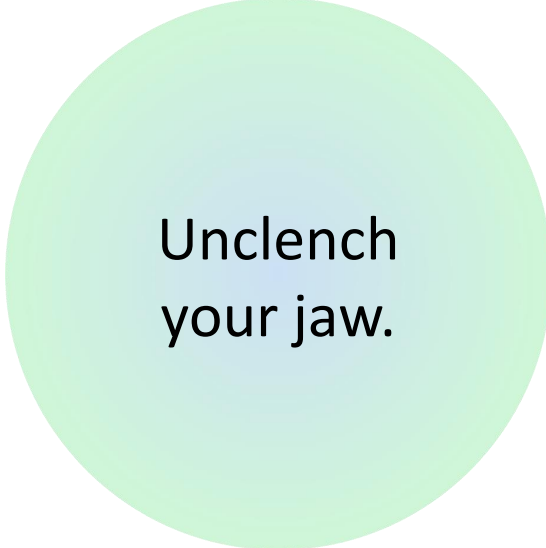


still human


# Take a moment...



Relax your  
shoulders.



Unclench  
your jaw.



Unclench  
your hands.

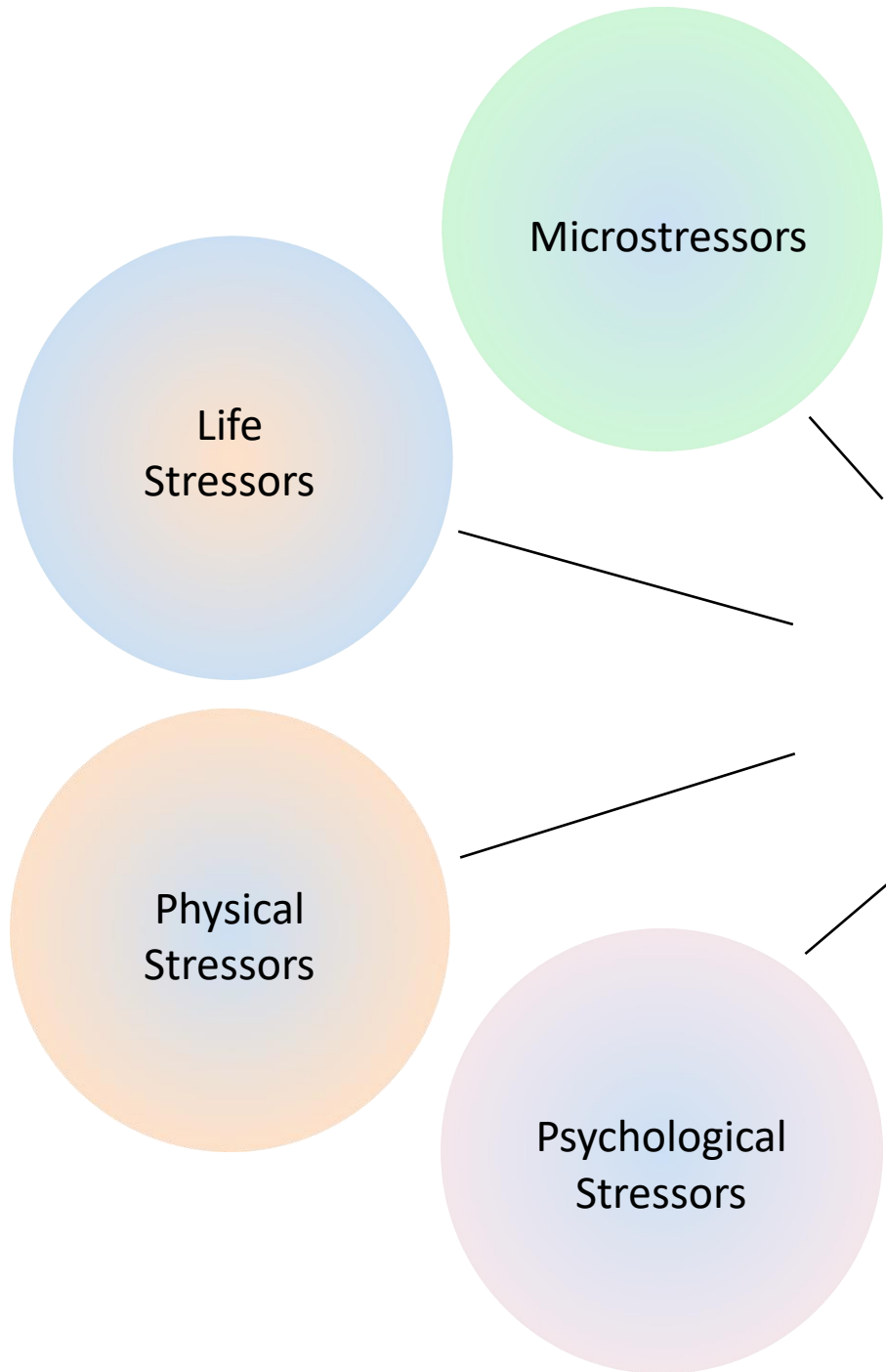


Breathe.

# The brain



still human

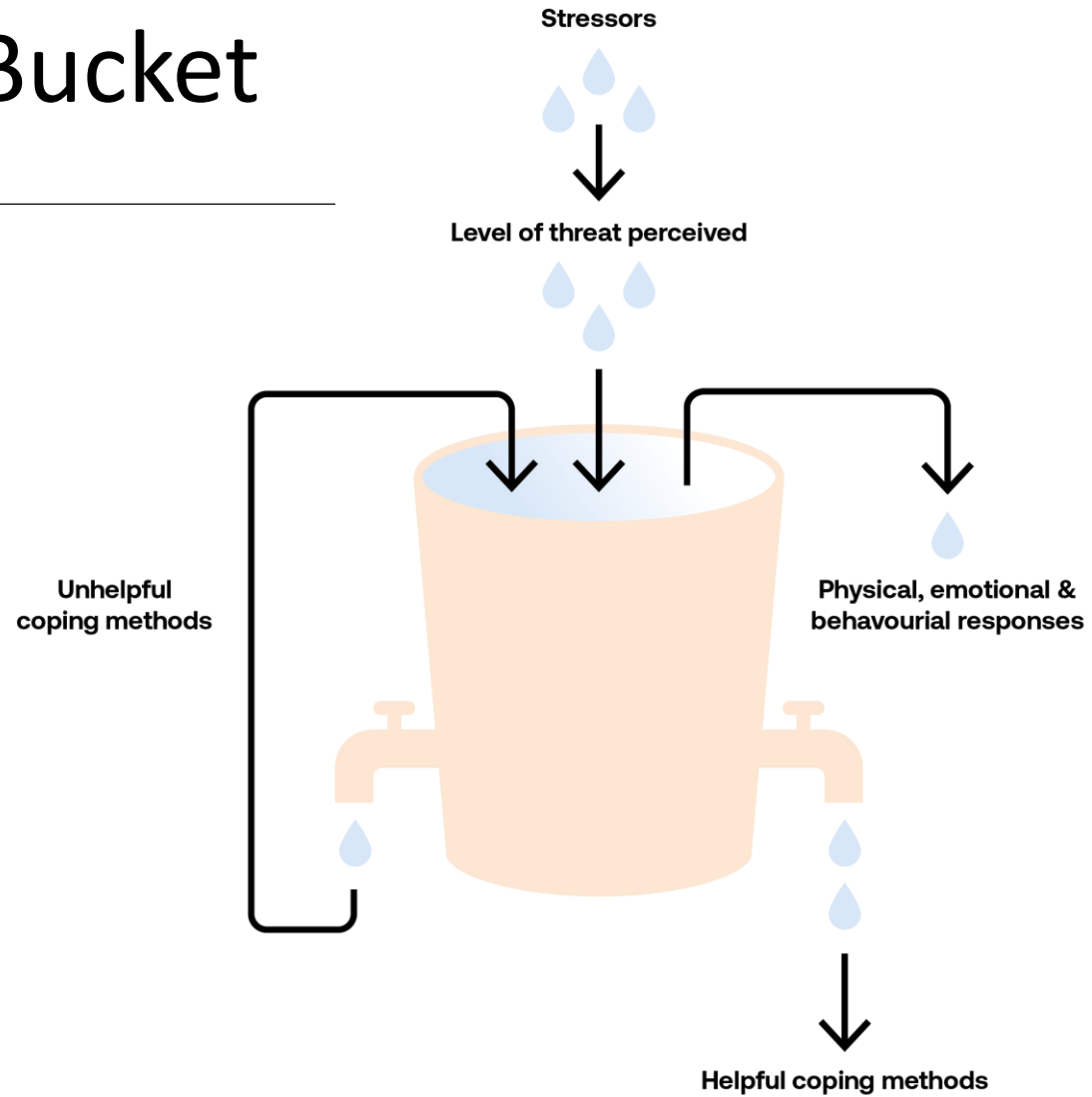


Cortisol →

- Affects sleep
- Low energy / fatigue
- Immunosuppression
- High blood pressure
- Increased anxiety & fear
- Gut functioning
- Weight gain
- Low mood
- Memory issues
- Brain fog
- Lowers sex drive
- Increased feelings of stress
- (reactive & overwhelmed)

# The Stress Bucket

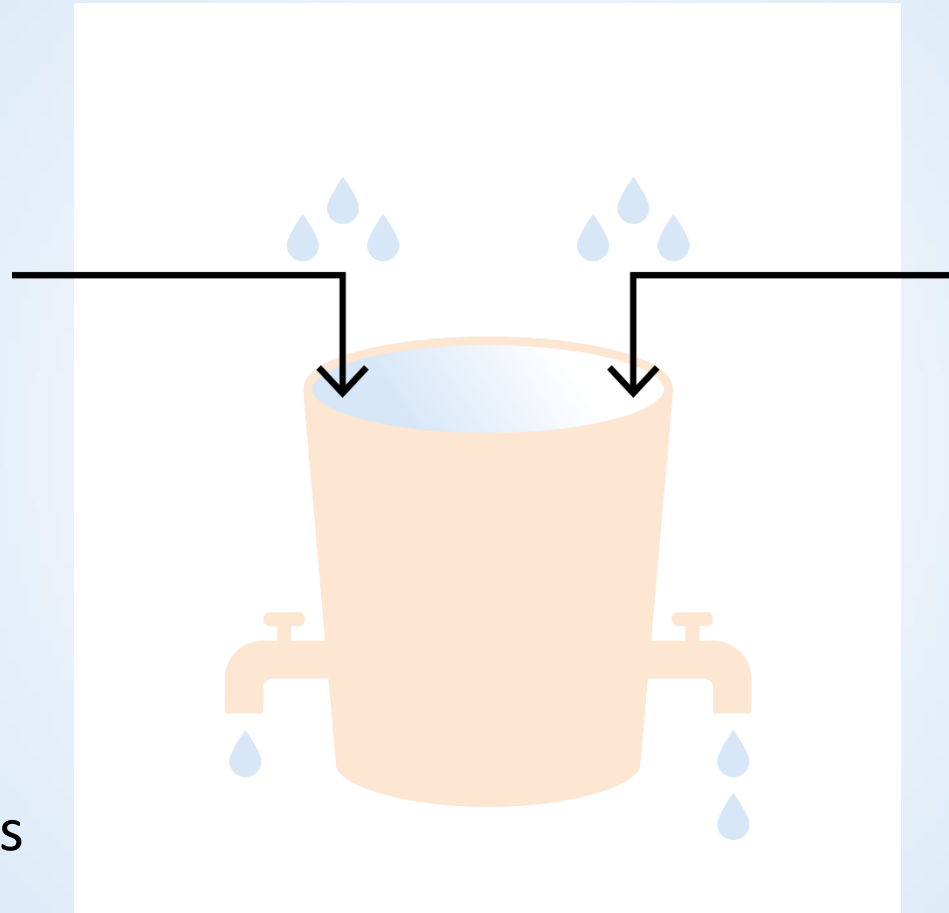
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# Stress Bucket

## Personal Stressors

- Political, economic, socio-cultural, environmental
- Life stressors
- Micro stressors
- Physical stressors
- Psychological stressors



## Work based stressors

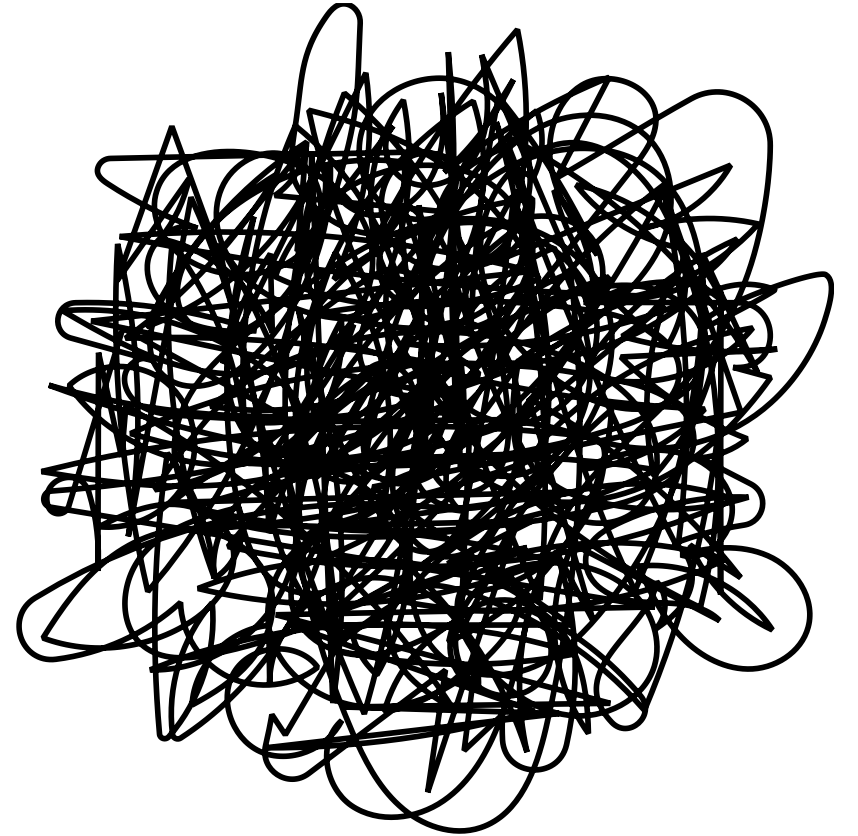
- Demands
- Control
- Support
- Relationships
- Role
- Change

# Brain dump

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Use when feeling overwhelmed or having trouble sleeping.

Write everything down that is on your mind.



# Stress Response

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## Physical

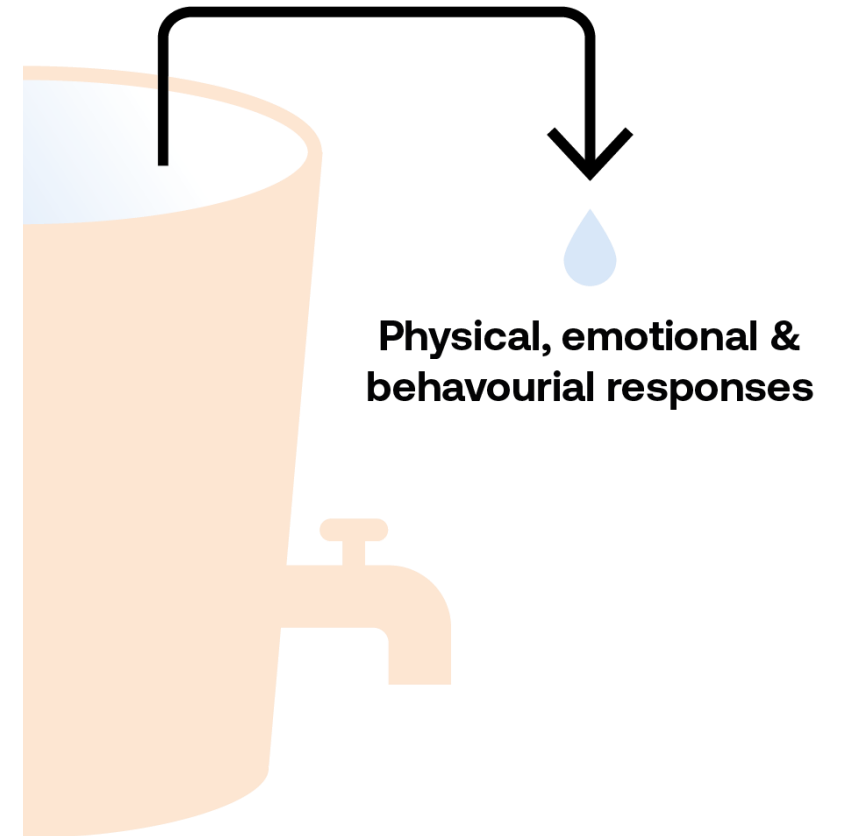
(eg: chest pains / heart racing / headaches / feeling sick / sleeping more or less)

## Emotional

(eg: anxious / angry / low mood fear / sadness / irritable / low confidence / forgetfulness)

## Behaviour

(eg: eating more or less / alcohol use / aggressive / nervous habits / snappy / over / under working / blaming self or others)

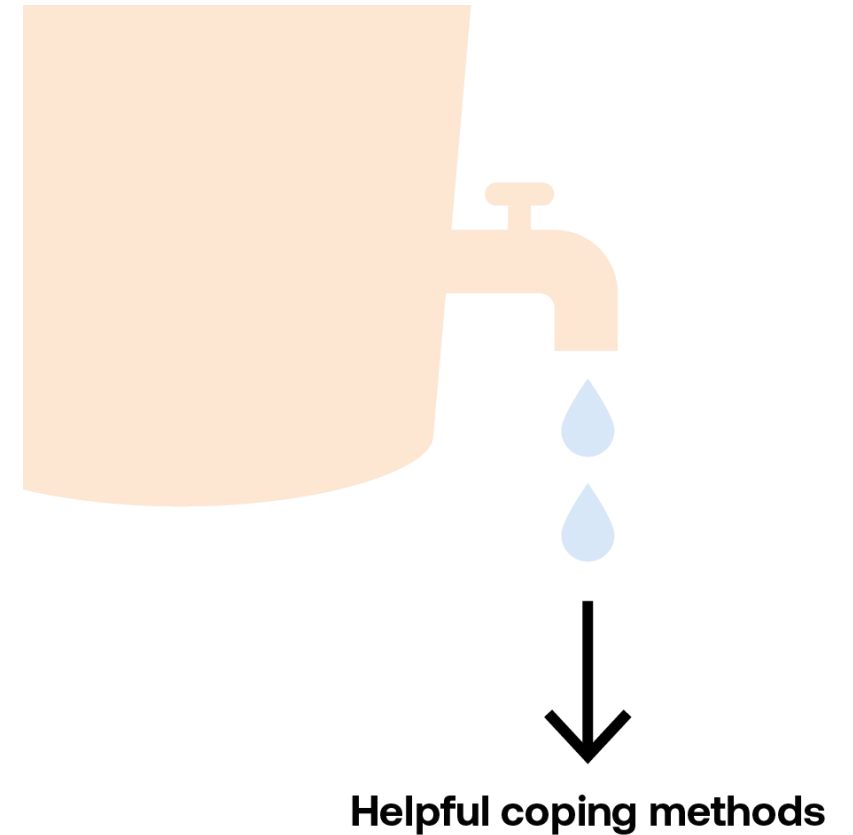




# Helpful coping methods...

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- Movement
- Talking to others
- Singing
- Healthy diet
- Fresh air
- Rest
- Giving / volunteering
- Supportive relationships
- Good sleep habits
- Reading
- Gardening
- Pets
- Dancing / music
- Hobbies and relaxation
- Affection
- Journaling
- Positive emotional expression
- Faith / Church
- Mindfulness



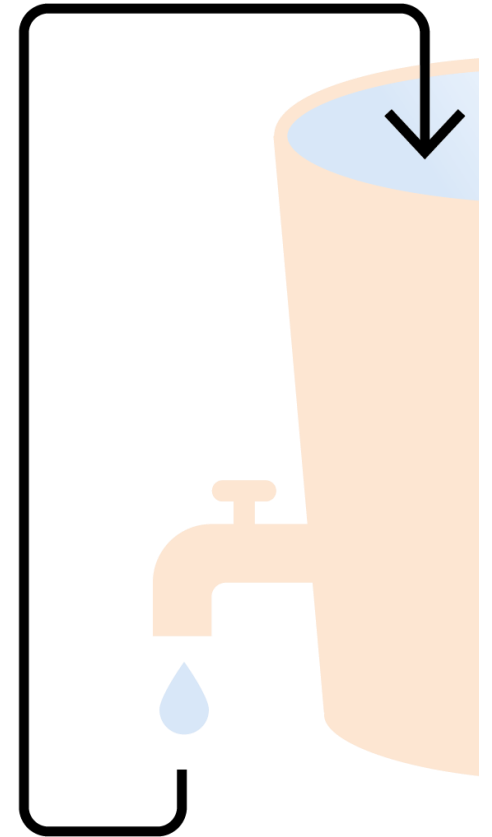
# Less helpful coping methods...

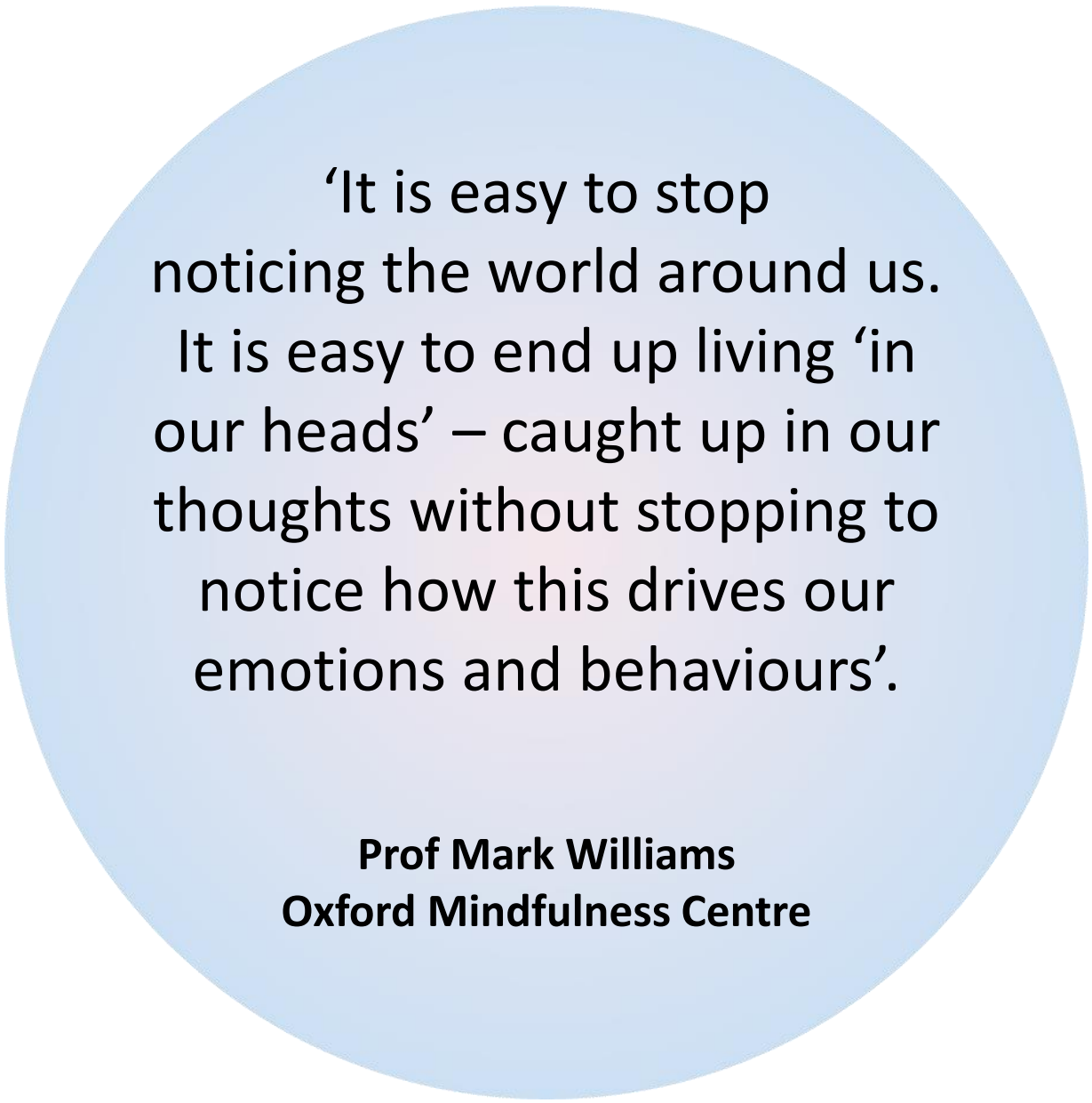
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**(Although they can feel helpful and good in the short-term)**

- Alcohol
- Unhealthy eating habits
- Smoking
- Suppressing stressful feelings
- Overthinking / worrying
- Ruminating over past events
- Talking over over to anyone
- Complaining / criticising
- Blaming

**Unhelpful coping methods**



A light blue circle is centered on a white background. Inside the circle, there is a quote in black text. Below the quote, the name and affiliation of the speaker are listed in bold black text.

‘It is easy to stop  
noticing the world around us.  
It is easy to end up living ‘in  
our heads’ – caught up in our  
thoughts without stopping to  
notice how this drives our  
emotions and behaviours’.

**Prof Mark Williams**  
**Oxford Mindfulness Centre**

# Neuroplasticity

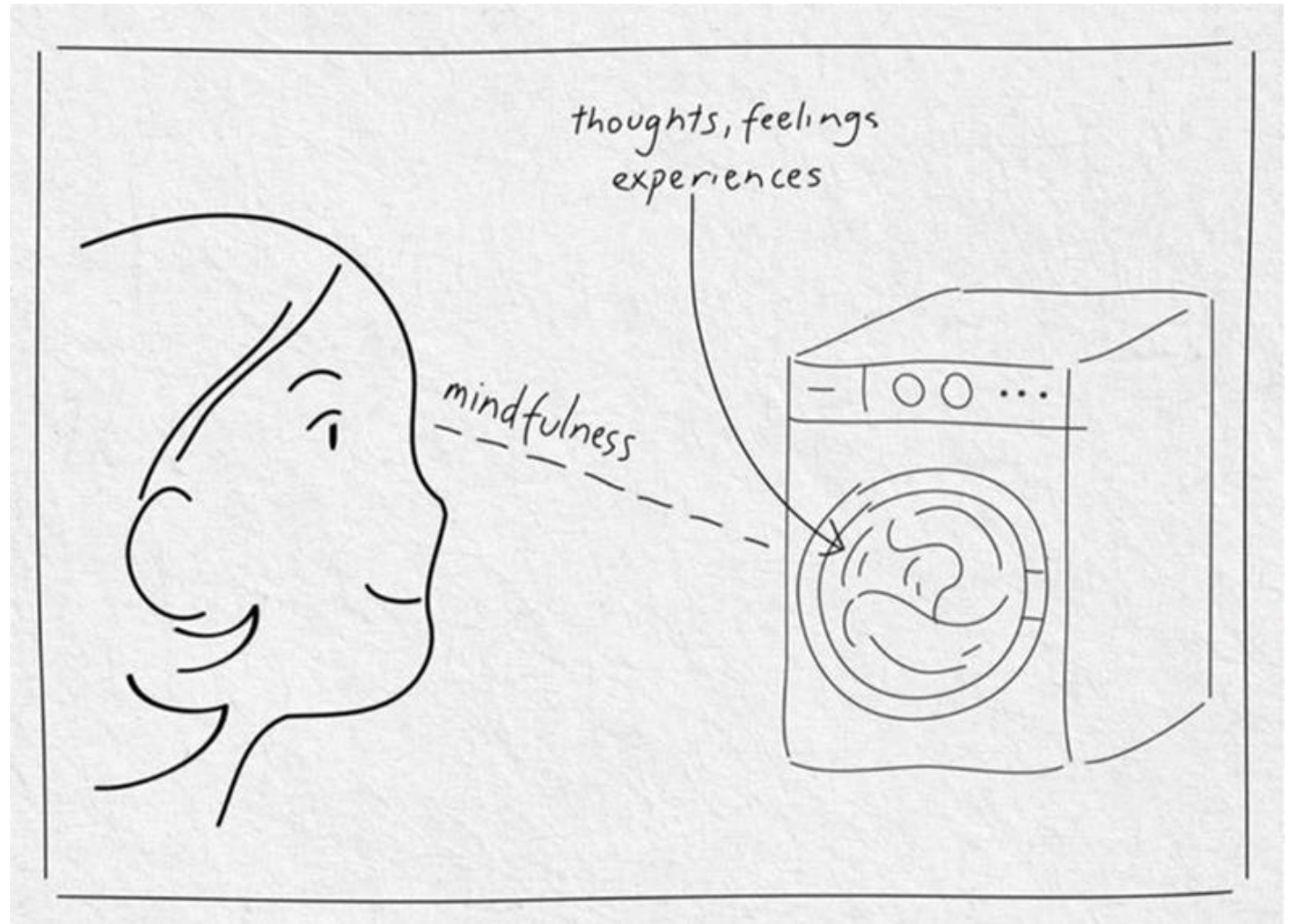
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‘You can’t stop the waves, but you can learn to surf’.

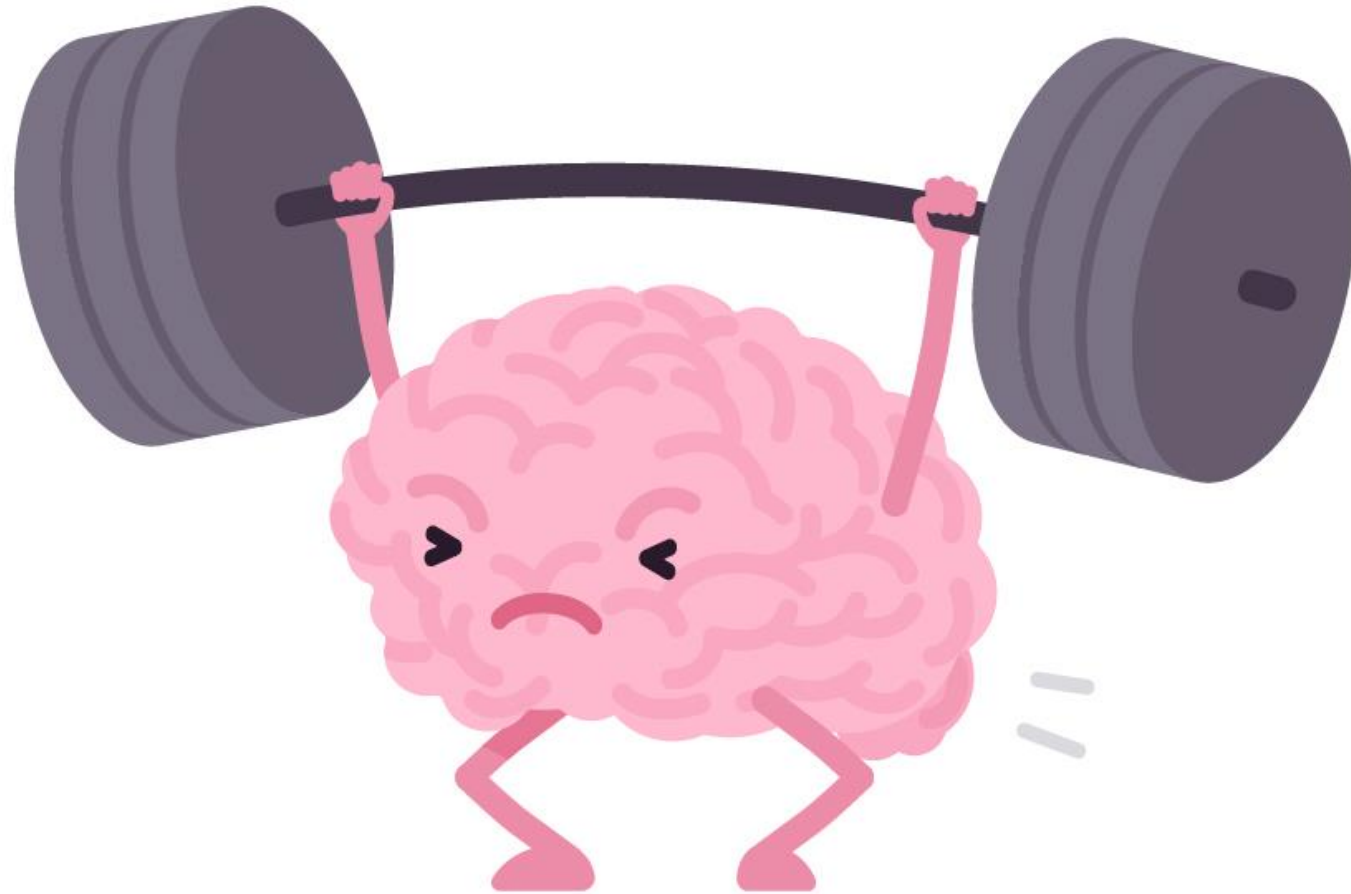
**Jon Kabat-Zinn**



**Mindfulness** is the basic human ability to be fully **present**, aware of where we are and what we're doing, and not **overly reactive** or **overwhelmed** by what's going on around us or inside of us.



Formal practice: strengthen your awareness



still human

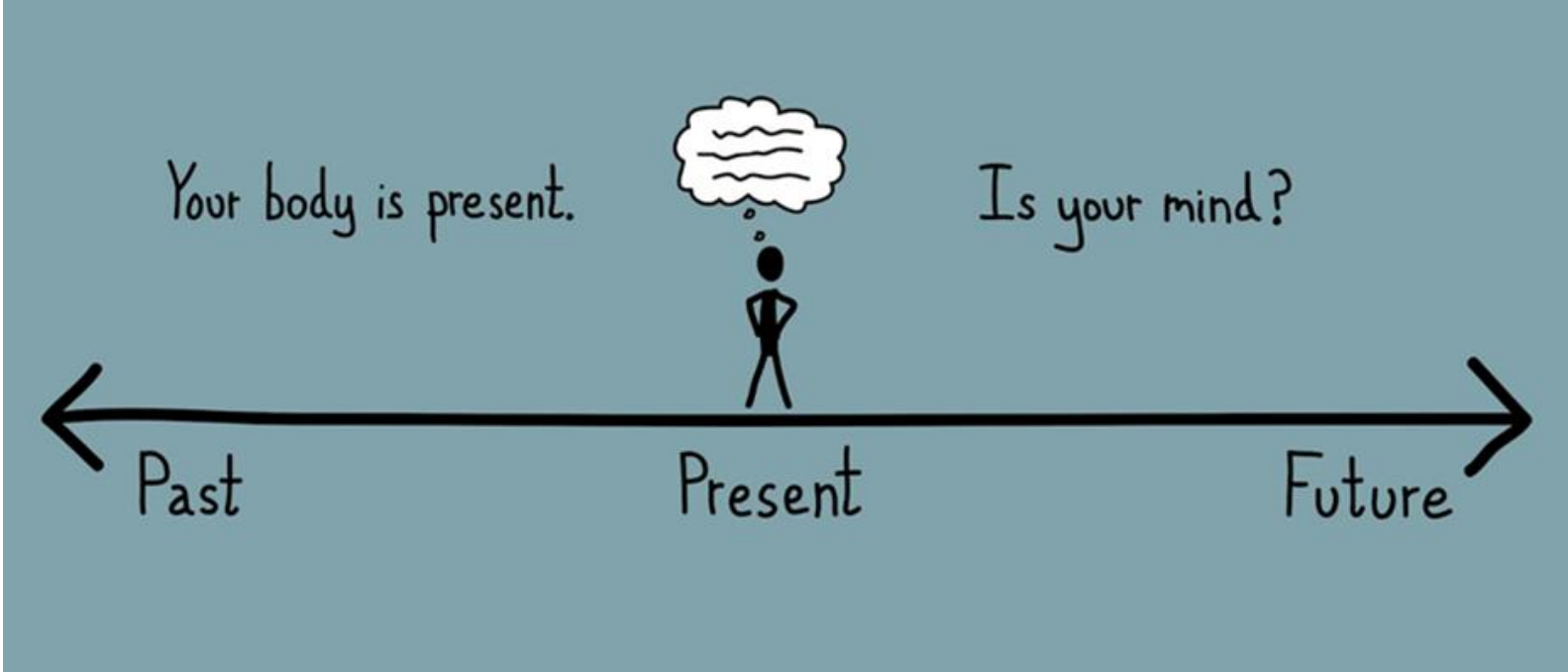


Meditation

‘If the mind  
wanders a  
thousand times,  
your only job is to  
bring it back a  
thousand times’

Jon Kabat-Zinn

# Informal Practice:



Bringing some being  
into your doing

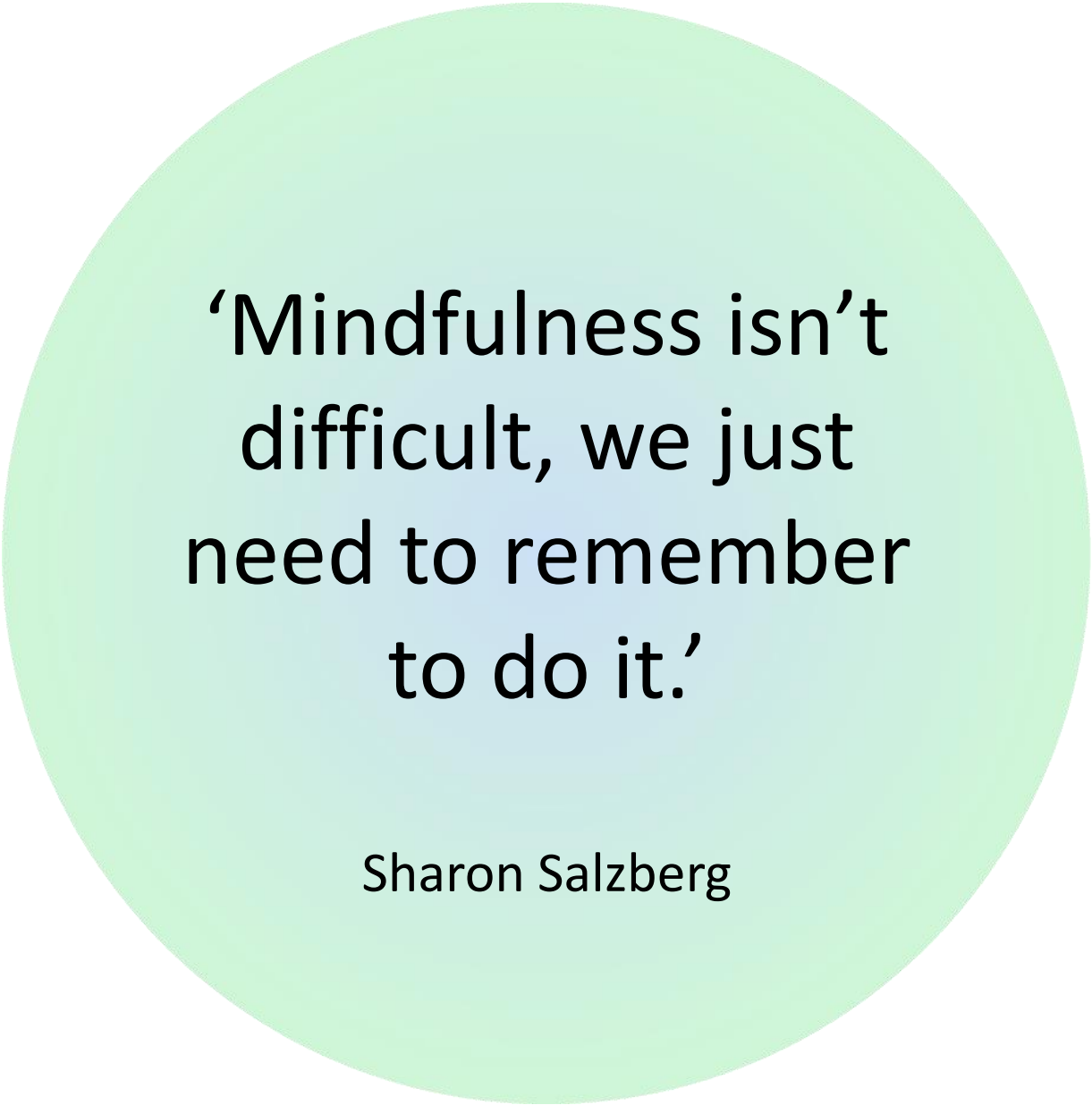


still human

# Mindful eating

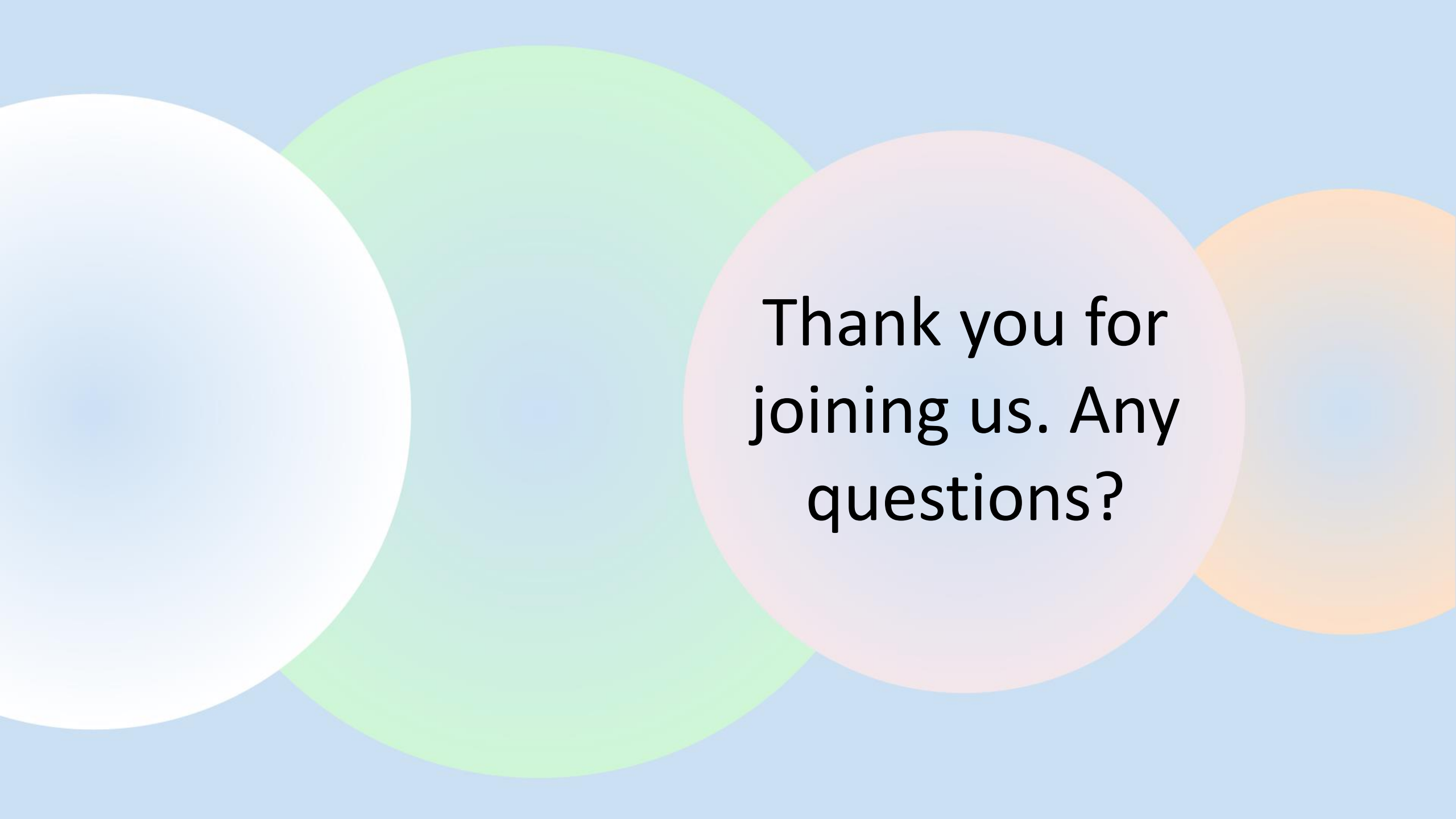


still human



‘Mindfulness isn’t  
difficult, we just  
need to remember  
to do it.’

Sharon Salzberg



Thank you for  
joining us. Any  
questions?

# Workshops we offer:

Wellbeing  
Champion 2  
Day course  
Assured for  
DfE funding

Menopause  
Awareness

Menopause  
Ambassador  
online training

The Power of  
Rest



We value your  
feedback

still human



# still human

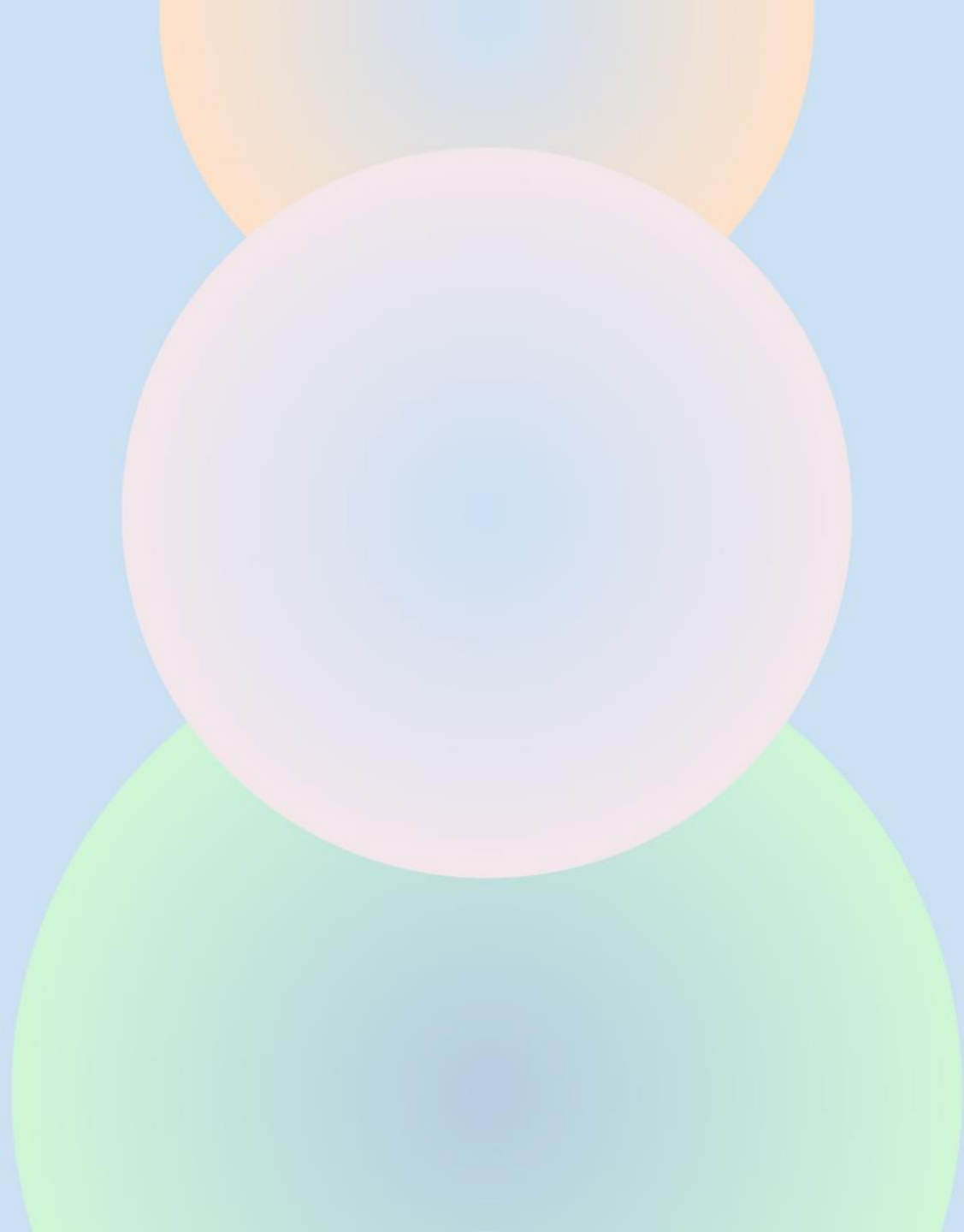
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## GMLPN Network Meeting

Thank you!

