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# STAKEHOLDER REPORT

## 2023-2024

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Crisp Vocational Provision Ltd  
**Building futures for tomorrow**



Written by Charlotte Young

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### **Proprietors Introduction**

We have had a really positive year as a provision and I continue to be exceptionally proud of the young people we have had with us for their secondary education journey. We were sad to see a significant number of year 11's to move onto their next phase. Thank you to those of you that attended one of our events this year, your support for the students is really valued. It is my pleasure to feedback a combination of staff, leadership, and parental input to stake /shareholders on Crisp Vocational Provision's (CVP) academic year 2023-2024. Further information regarding the changes to our curriculum offer, building, site and staff structure will be cited below and we thank you for your continued support as we progress on our CVP journey.

**Kev Crisp, Proprietor**

### **Qualifications**

Please see the table below for the range of awards that have been achieved and claimed for the Year 11 students. We have seen a decline in the number of qualifications achieved this year. This is down to a number of factors; including an exceptionally high number of our year 11's refusing to attend as well as general inconsistent attendance and engagement for our oldest year group within the provision. There have been ongoing efforts to recruit staff this year, ensuring we have a settled team that are secure in their role is at CVP to support our young people. This has been (and still remains) an ongoing process and there have been periods where gaps have been present. We are feeling confident that we have made good progress towards this and are exceptionally confident for what the future holds to develop this further.

### **Achievement Table**

<b>Year 11 Achievements 2023-2024</b>				
<b>Qualification</b>	<b>Level</b>	<b>Course Code</b>	<b>Full Award Claimed</b>	<b>Interim Award</b>
IMI in Automotive Maintenance	1	603/7605/3	3	2
BTEC Introductory Award In construction	1	DYTG9	2	0
BTEC Introductory Award in Sports	1	DYTH3	4	4
BTEC Introductory Certificate in Sports	1	DZBT6	0	2
BTEC Introductory Award In Hospitality and Tourism	1	DZVZ8	0	3
Function Skills Maths	1	CHGR1	0	0

Functional Skills English	1	CHGR3	0	0
Functional Skills Maths	E3	CYZC2	3	0
Functional Skills English	E3	CYZC3	0	5

- Interim award – 1 unit (2 required for the award)
- Interim Certificate – 5 units completed (6 required for the certificate)
- Interim Function skills English. 1 or 2 elements completed. (Reading, writing and speaking + listening required for qualification)

### **Areas of success, improvement and any issues**

Aside the above qualifications in the subjects we offer, there are many more achievements we have celebrated this year. As a provision we strive to support and make progress with all areas of personal development through many activities and experiences. Notably, there have been two residential visits at Outward Bounds (Outdoor pursuits and outdoor activities in Wales) this year, as well as visits to a range of different establishments. These include Wembley stadium to watch England, axe throwing, Pizza Express, the Fit Farm, young drivers experiences, Alternative Provision Olympics and football tournaments, careers fairs, a construction show, Spot on Snooker, Laser quest and local community gardens. We have introduced weekly assemblies and strengthened student council each term and this allows us to share and obtain key information between students and staff on a regular basis.

There have been significant changes to the structure of the provision, starting with the appointment of myself as headteacher, Charlotte Young, at the end of the Autumn term 2023. Since then, along with a number of new tutors and engagement mentor, we have gained Catherine Hughes, the business manager and Bonnie-Rae Lambourne, the Engagement and Behaviour Lead for the provision.

We have increased the CPD for staff here within the provision with weekly teaching and learning meetings with focuses identified by both staff and the leadership team. Members of the team have also been on training to strengthen and increase our offer the whole provision further, this includes two staff currently in the process of achieving the Lowlands Expedition Course, so we are able to hold our own residential visits as well as positive physical trainer training so all staff can be trained up on site, improving consistency with our students for further gains.

Termly parent, carer and referrer events have been popular and attended by many, included our Christmas lunch feast and breakfast weeks.

This year we have had changes in the form of a brand new website, that reflects the provision in a modern format, including more depth on what we offer as a provision, the range of subjects and qualifications and additional key information that is easily accessible.

Esports was added to our curriculum offer in the Autumn term and there was clear investment in the technology and communicative based subject offer which has its own area in the provision. This is an exceptionally popular subject

here at CVP and the students have not only been working on their ability to game but also team work, communication and ability to follow instructions. Additionally to this, we introduced Art to our curriculum offer where our tutor delivers this and RSHE each week to ensure pupils access both of these subjects. We have recently registered with the Arts Award and will be offering Bronze and Silver awards for our students during the next academic cycle and we cannot wait to see what they achieve.

Our links with provisions across the county have continued to grow from strength to strength and we have supported other provisions with gaining qualifications for their young people as well as hosting the AP network at the end of the year. We are beginning to work with other in this sector nationally, to build on our own practice and support others as we grow.

### ***Issues we are currently facing***

There are issues we face as a provision that are not unique to this academic year or the sector we are working in.

Issues in the community related to crime, deprivation and poverty will always be issues we have to contend with on a regular basis and we support individuals and their families with a range of support offered and referrals to specialist agencies. There are ongoing recruitment issues nationally which have affected the provision, for both staff recruitment and retention. The staff at CVP have not wavered in their commitments to our young people- and in the face of increased workload and changing circumstances have galvanised together and worked tirelessly for the best outcomes possible for our students. We will continue to recruit people who we feel can bring something special to CVP and work with them as well as making as much use of local providers as possible to deeply embed our Ethos, Values and Mission Statement as well as supporting our employees professional journeys.

Attendance and punctuality remain an issue, not only at CVP but nationally- our average for the year stands at 54.2%.

As a provision, we continue to strive to improve attendance and punctuality. We have seen a decline in the Summer term and there has been an increase and significant push incentives and rewards. This includes an increase in wages, positive logs on Arbor, positive calls home, reward trips and visits and one-off vouchers half termly. We are following the Working Together To Improve Attendance 2024 statutory framework from the government here at the provision.

Behaviour has improved significantly over the last term here at the provision, with a significant reduction in suspensions and exclusions. The main challenges with behaviour are persistent low level disruption and around addictions to vaping- we are currently writing a new policy to make expectations known and have updated our behaviour policy in July 2024.

### **Any projects that are currently in progress**

We are currently undergoing building work in two of the units (2 & 11) to improve the learning spaces offered for the students. The works include the construction of two new classrooms that will provide clear and distraction free learning spaces for students. One being dedicated to art, the other maths. This will also add blocks to through routes within the provision to prevent as much floating of students between sessions. We aim to have this completed by the end of the summer and add our own CVP touches to the new areas! The horizon is always full of exciting opportunities as we continuously review the curriculum offered.

During the summer term we have been exploring different group options and moving forward there will be two different groups both within key stage 3 & 4 where students are placed based on a number of criteria. The newly written long term plans separated the curriculum being accessed by the different key stages with one of the groups getting the individuals ready to learn and those who are settled accessing the curriculum we offer at a faster pace. We are confident that this will be positive in meeting the varying different needs of the individuals who accesses the provision; considering the increase in social, emotional and mental health needs that are presenting themselves.

The newly set up governing board (2023) have been meeting once per term and are becoming more familiar in their role in holding the provision and headteacher, Charlotte Young, accountable in appointed positions. This had added strength to the provision in the form of challenging issues, decisions and the offer we are providing for our young people and are essential for transparency and ensuring the best outcomes for students.

We are continuing to work on consistency with teaching and learning, embedding systems and strategies and delivering a range of training for the staff here within the provision. We are working on our preparation for the Independent School application and are being supported by Services for Schools for this.



## **Feedback**

Regular half termly student, parent carer, stakeholder and staff feedback has given leaders the opportunity to fully understand the landscape of the provision, and the opportunity to take feedback onboard for future developments and practice.

Here is an analysis of the data collected:

### **Summary of Referrer Feedback**

- 100% of referrers said that are happy with the service that Crisp provides – “Very happy with the provision- they are flexible and understanding”
- 100% feel that Crisp offers a varied curriculum offer for the learners who attend.
- 100% are happy with our safeguarding arrangements
- 100% are happy with the attendance procedures that are in place.

Additional comments submitted include the excellent communication with referrers that provides such wonderful opportunities for students. One suggested that we look at the speed at which behaviour incidents are sent over and this is something we are looking in to (It is always situation specific)

### **Summary of Student Survey**

The student voice was presented to individuals during the last few weeks of term. Nineteen students took the opportunity to feedback their thoughts on the provision anonymously.

- 94.47 were happy with the provision- ‘Nice people and teacher, it’s calm’
- 5.26% of students would like additional support with aspects of provision life.
- 100% felt safe in provision.
- 100% felt they had developed new skills.
- 100% of students feel they have someone to talk to if they have a problem or worry.
- The provision experience was rated on average by students as 8.15/10.

### **Student of Parent survey**

The parent voice was sent to parents / carers with during the final weeks of the summer term. We have had seven responses.

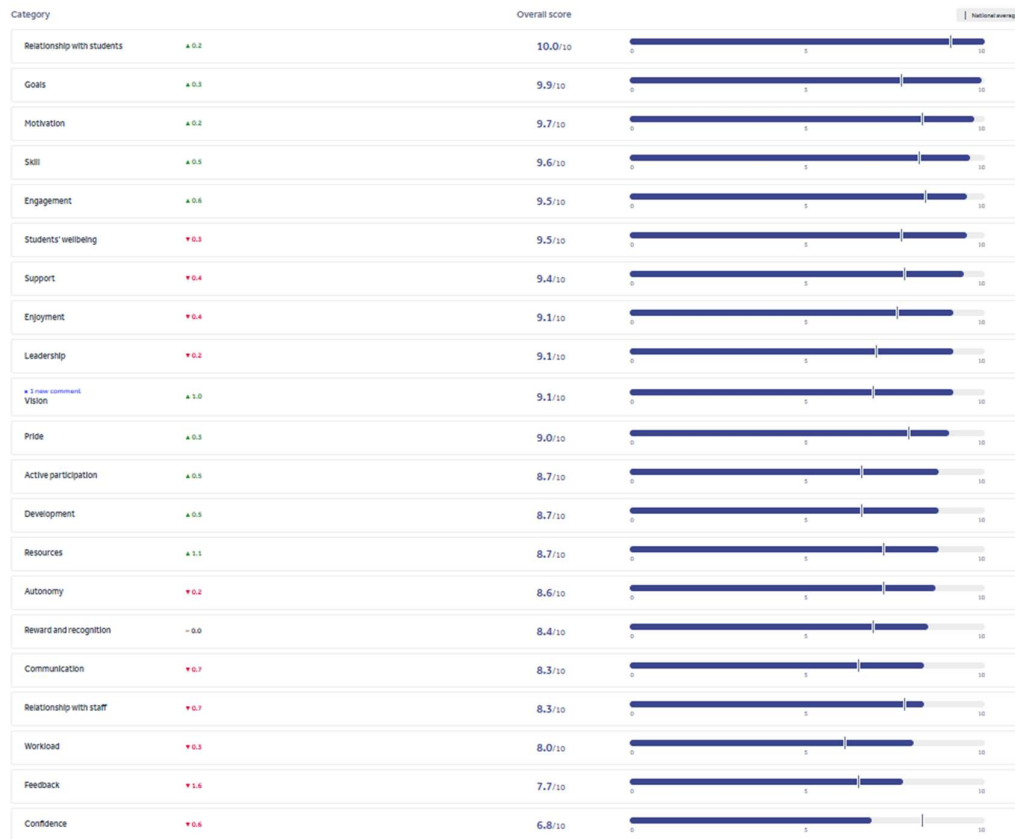
- 100% were happy with the provision.
- 100% stated they felt that CVP had met or exceeded their expectations as a provision.
- 100% feel that their child values the learning opportunities and education offered by CVP.
- 85.71% believed that by attending provision it would support their children to make an informed career choice.

- 100% would like their child to continue at the provision post 16 should this be an option.
- The provision experience was rated on average by parents as 9.2/10.

Additional feedback from parents and carers include; 'Our child expresses himself more and is happier' many comment on behaviour improving since attending CVP at home. On parent commented that they would like to see more evidence of work at termly intervals throughout the year, although we do invite parents and carers in termly.

### Staff feedback

We take surveys monthly, as well as offering wellbeing meetings on top of performance management meetings regularly at CVP. An overview of the feedback is added below- we are exceeding national averages in all areas except one.



### ***Compliments, concerns and complaints.***

We love having feedback here at the provision from all of the stakeholders that use us; this feeds in to our practice across the board and obtained through various conversations, forms and visits throughout each academic cycle.

Whilst speaking with staff members, some have been concerned regarding the consistent approaches we use with students- this has been more prevalent due to changes within staff and recruitment although we have recently undertaken INSET training focusing on supporting individuals with unwanted behaviour and solidifying our strategies, interventions and sanctions



here at CVP. The staff here at CVP had significant input in rewriting the policy. Inappropriate/dangerous behaviour results in the student being removed in the first instance from the class for intervention rather than permanently removed from the provision, although the circumstances are considered in each instance. There have been no formal complaints received this academic year.





### **How we offer value for money**

As is evident in the report, there has been significant investment in the provision over the last year. These include structural changes to premises to allow more distraction free learning spaces (this will require the recruitment of an additional maths tutor) where we are creating two new rooms in separate units as classroom spaces. Another significant addition is the large changes to the leadership team over the last 9 months in driving the provision forward; both with the teaching and learning and the independent school application. There is a clear structure, curriculum and vision for what we are striving to achieve with our young people and this investment is going to be significantly beneficial for all our young people, and staff in turn.

Additionally, the fitting of the new Esports room and the large range of technology that was invested in to allow full groups of pupils to work at one time, has not only increased the subject offer but also inspired and motivated the students (and also has a number of links across many areas of the curriculum). Throughout the year we have also seen a complete IT overhaul including staff computers, changes to our internet/filtering and monitoring systems to ensure they are well equipped to complete their role to the highest standard and we are able to safeguard our students inline with statutory guidance. The investment into additional CPD training has/will provide additional opportunities offsite and allow consistencies and awareness within the provision. Additional training is accessed through Videotile, the national college, the TES and Judicium websites (we now use Judicium for our data protection support and have a named DPO) an all provide additional support for staff which will affect the students positively. All of this is evidence of reinvestment in the provision and how we offer value for money by the vast range of opportunities presented to the learners that attend CVP.

We have not only carried out our quality assurance for our referrers to the highest standard but also been subject to a number of Ofsted visits and calls throughout this academic year, something we strive to do well and are proud of what we have achieved (and love to show off what we do well!)

CVP continuously creates an environment of equity where all barriers to education are overcome, and students can thrive in whatever situation they choose. By using the person at the centre of all the statistics and standardised grades, CVP both teaches from, and speaks to the heart.

Further updates from our provision can be found at our new website [www.crispvocationalprovision.co.uk](http://www.crispvocationalprovision.co.uk)

**We look forward to 2024-2025 to share new experiences with not only our students and staff but also the local community and stakeholders.**

