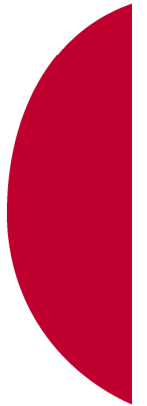


# Leadership & Management ahead of, and during, the inspection

**Dave Harding**  
Vice Principal  
Barnsley College



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**2010** - Effectiveness of provision, Capacity to make and sustain improvement, Outcomes for Learners, Quality of Provision and Leadership & Management (all graded as Outstanding)

**2007** – Effectiveness of provision (Satisfactory)

**2005** – College (coming out of recovery) classified as satisfactory in a re-inspection following an unsatisfactory inspection in 2003



- **Create an environment where all staff believe the College is outstanding**
  - As a Senior Management Team make a commitment to achieve outstanding
  - Set an example to staff – ‘walk the walk’
  - Be proud of your College
  - Support staff in improving the provision – support the vision by action
  - Create an ownership culture
  - Don’t accept satisfactory!



- **Know the Common Inspection Framework**
  - An overview for all staff
  - Relevant detail
- **Know your organisation's strengths**
  - Evidence of strengths?
- **Know your organisation's areas for development**
  - Actions already on-going to address them?
  - What outcomes do you expect/demand?



# Planning (longer term)

- **Allocate responsibilities/accountabilities**
  - Share them!
  - Themes/sub-themes, curriculum
  - Staff development
- **Act and address areas of concern**
  - Monitored action plans, focus spend, staff development
- **Prepare staff/students for inspection**
  - Lesson observations, student meetings
- **Build up a strong evidence base**
  - Current, relevant, evidence of impact



# Planning (short term)

- **Clarity of roles of all staff**
  - Responsibility, requirement/expectation
- **Briefings and walkthrough**
  - Staff, students, externals
- **Vet all documentation**
  - Currency, accuracy, relevance, risk
- **Planning a timetable of events**
  - Focus, showcase strengths, evidence impact



# During Inspection

- Everyone is involved
- Take a lead
- Be open with inspectors and talk to them!
- Communicate with each other
  - Evenings, after any meeting, when anything appears significant!
- Use evidence to address any arising issues
- Be calm, focused and concentrate!



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