

Metric and QA report August 2020

As a licensee holder for the NPQs, we undergo a Quality Assurance process through which the DfE and Tribal assess the quality of our programmes. We are required to set our performance against a set of metrics set by the DfE.

Highlights from our Performance Review conducted by Tribal in February 2020.

General Management

The general management of NPQ programmes is very secure and generally meets expectations

Engagement Strategy

The evidence demonstrates that the engagement strategy meets and, in several areas, exceeds expectations. As a result, the provider's engagement strategy is effective.

Resourcing and contingency planning

The delivery model ensures that facilitators and external experts that contribute to face-to-face delivery are current school leaders or leaders who have specific knowledge and experience to share. The quality of expertise demonstrated during an observed NPQH session was excellent.

Recruitment and admission of participants

Recruitment meets expectations overall. Inspiring Leaders operates a robust and effective recruitment procedure with deferral and admission policies that are transparent, inclusive and support social mobility, although the proportion of participants recruited from a non-white British background is low.

Design of content

The design of course content exceeds expectations. The Provider carries out writing the review and updating of content and materials. There is a strong process in place for content design and review.

Overall

The NPQ programmes are fully aligned to the quality and the content and assessment framework. Inspiring Leaders meets all framework requirements to the expected standard. There are elements of extremely strong practice within the systems and structures. **The face-to-face sessions that focus on real live leadership scenarios and dimensions linked to the content are a key strength of the programme. This supports their vision for delivering high quality leadership programmes based on the core principles of school improvement.** Relevant academic research and assessment support is signposted. The assessment framework is clear, supported by participant guidance. Evidence at the time of the review shows there was a 95% success rate in course completion.

Metrics

Metric 1: Recruitment of target number of participants.

Providers recruit at least 100% of their target number of participants for each year and for each NPQ offered.

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQEL	15	15	100.00 %	15	19	126.67 %	20	20	100%
NPQH	50	98	196.00 %	60	74	123.33 %	60	75	125.00 %
NPQSL	90	207	230.00 %	100	148	148.00 %	100	122	122.00 %
NPQML	90	174	193.33 %	100	109	109.00 %	100	196	196.00 %
Totals	245	494	201.63 %	275	350	127.27 %	260	393	151.15 %

Metric 2: Target percentage recruited from schools where 30% or more are eligible for FSM.

Providers ensure that their allocated target of all those recruited are from schools where 30% or more pupils are known to be eligible for Free School Meals, for each NPQ level offered.

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQEL		20% (3)		11% (2)	16% (3)	143.54 %			
NPQH		24% (24)		11% (8)	20% (15)	184.28 %	13% (10)	23% (17)	174.36 %
NPQSL		17% (36)		11% (16)	24% (35)	214.99 %	13% (16)	15% (18)	113.49 %
NPQML		17% (29)		10% (11)	16% (17)	155.96 %	12% (24)	20% (39)	165.82 %

Metric 3: Target percentage recruited from non-White British groups.

Providers ensure that their allocated target of all those recruited are from non-white British groups, for each NPQ level offered.

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQEL	1% (0)	0% (0)	0.00 %	3% (1)	0% (0)	0.00 %			
NPQH	2% (2)	1% (1)	51.02 %	4% (3)	0% (0)	0.00 %	6% (4)	4% (3)	66.67 %
NPQSL	3% (6)	9% (19)	305.96 %	5% (7)	18% (27)	364.86 %	8% (10)	2% (3)	30.74 %
NPQML	3% (5)	11% (19)	363.98 %	5% (5)	33% (36)	660.55 %	8% (16)	7% (13)	82.91 %

Metric 4: Percentage of participants that present for final assessment within 18 months.

Providers ensure that at least 90% of participants present for final assessment within 18 months of formally commencing the programme.

Qualification	2017/18			2018/19			2019/20		
	Presented	Within 18m	% of Presented	Presented	Within 18m	% of Presented	Presented	Within 18m	% of Presented
NPQEL	3	2	66.67 %						
NPQH	64	18	28.13 %	23	23	100.00 %	1	1	100.00 %
NPQSL	146	46	31.51 %	76	76	100.00 %	7	7	100.00 %
NPQML	124	58	46.77 %	52	52	100.00 %	7	7	100.00 %
Totals	337	124	36.80 %	151	151	100.00 %	15	15	100.00 %

Metric 5: Assessment Accuracy

Providers ensure a 95% accuracy level for all their final assessments.

Qualification	2017/18			2018/19		
	Assessment Count	QAA Moderation	Accuracy %	Assessment Count	QAA Moderation	Accuracy %
NPQEL	6	33% (2)	100.00 %			
NPQH	143	13% (18)	100.00 %	47	2% (1)	100.00 %
NPQSL	148	4% (6)	100.00 %	76	3% (2)	100.00 %
NPQML	129	6% (8)	100.00 %	52	4% (2)	100.00 %
Totals	426	8% (34)	100.00 %	175	3% (5)	100.00 %

Metric 6: Providers ensure that the aggregated mean rating across all participant feedback received is at least 6 out of 10

Taken from the participant surveys conducted by Tribal.

	IL R1	Nat Ave	IL R2	Nat Ave	IL R3	Nat Ave
Pre-course	7.70	7.53	7.48	7.63	7.93	7.87
Programme Content	7.88	7.86	7.60	8.08	8.19	8.24
Programme Delivery	7.83	7.76	7.30	7.97	8.10	8.28
Overall survey score	7.80	7.71	7.57	7.90	8.07	8.13

Recommend your chosen qualification to a colleague?	Overall 93%
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Recommend your chosen NPQ provider to a colleague?	Overall 92%
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Metric 7

Metric 7: Rates of achievement and retention (including by group)

Providers ensure that there is no significant difference in retention and achievement rates between different groups, for example, groups with protected characteristics or leaders from schools with different levels of performance.

Qualification	2017/18								
	Retention			Deferrals			Achievement		
Started	Started	Withdrawn	Retention %	Started	Deferred	Deferred %	Submitted	Passed	Achieved %
NPQEL	15	3	80.00 %	15		0.00 %	3	2	66.67 %
NPQH	98	7	92.86 %	98	2	2.04 %	64	59	92.19 %
NPQSL	208	10	95.19 %	208	24	11.54 %	146	124	84.93 %
NPQML	174	2	98.85 %	174	24	13.79 %	124	100	80.65 %
Totals	495	22	95.56 %	495	50	10.10 %	337	285	84.57 %

Qualification	2018/19								
	Retention			Deferrals			Achievement		
Started	Started	Withdrawn	Retention %	Started	Deferred	Deferred %	Submitted	Passed	Achieved %
NPQEL	19		100.00 %	19		0.00 %			
NPQH	74		100.00 %	74		0.00 %	23	14	60.87 %
NPQSL	149	1	99.33 %	149		0.00 %	76	31	40.79 %
NPQML	110	1	99.09 %	110	1	0.91 %	52	31	59.62 %
Totals	352	2	99.43 %	352	1	0.28 %	151	76	50.33 %