

Request

Sent: 02 March 2023 15:53

Subject: For the attention of member(s) of staff responsible for freedom of information requests

In accordance with the Freedom of Information act please supply me with the following.

1. Do you currently or have within the last five years used graded lesson observation as part of your teaching staff appraisal process?
 - 1a. If yes, please explain your organisation's rational for using it.
 - 2a. If no, please explain your organisation's rational for not using this method of appraisal.

2. Please provide the following in relation to the current process your organisation uses for evaluating teaching staff performance:
 - All documentation used by those who undertake evaluations of teacher performance in the classroom.
 - Details of training observers have before undertaking observations and any associated resources used

Our Ref: FOIA217

Your Ref: N/A

Date: 17th March 2023

Dear [REDACTED]

FREEDOM OF INFORMATION REQUEST (FOI): Teaching staff appraisal/performance related questions

Thank you for your request for information, which we received on 2nd March 2023. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Any correspondence regarding this should be addressed to FOI@rnngroup.ac.uk

Please note that we will be providing a response on behalf of the RNN Group as a whole, rather than any individual college or organisation within the Group.

The RNN Group main centres of operations are located at the following sites:

Site Name	Address
Rotherham College	Eastwood Lane, Rotherham. S65 1EG
North Nottinghamshire College	Carlton Road, Worksop. S81 7HP
Dinnington Campus	SITE NO LONGER IN OPERATION*
Dearne Valley College	Wath upon Dearne, Swinton. S63 7EW
University Centre Rotherham	Doncaster Gate, Rotherham. S65 1DJ
RNN Training	Carlton Road, Worksop. S81 7HP
Idle Valley Rural Centre	North Road, Retford. DN22 8SG
Construction Centre Rotherham	Rawmarsh Road, Rotherham. S60 1RU
Skills Centre Shireoaks	SITE NO LONGER IN OPERATION*
National Fluid Power Centre	Carlton Road, Worksop. S81 7HP
Create Skills Ltd	SUBSIDIARY COMPANY CEASED TRADING*
Charnwood Training	SUBSIDIARY COMPANY CEASED TRADING*
Aston Recruitment & Training	NO LONGER OWNED BY THE RNN GROUP*
Rotherham Education Services	Eastwood Lane, Rotherham. S65 1EG
Retford Post 16 Centre	Old Hall Drive, Retford. DN22 7EA
Nottinghamshire Children & Family Partnership	PARTNERSHIP HAS CEASED*

*Data from these sites have been re-located to other centres within the RNN Group, and if applicable, have formed part of the search for the information requested.



Below is the information you requested:

Do you currently or have within the last five years used graded lesson observation as part of your teaching staff appraisal process?

No, the RNN Group has not used graded lesson observation as part of the personal development review process for tutors.

If no, please explain your organisation's rational for not using this method of appraisal.

The RNN Group focusses its quality arrangements and quality improvement processes on the impact that teaching, learning and assessment activities have on learner progress.

Quality arrangements and processes evaluate the progress learners make towards developing the powerful knowledge, skills and behaviours they need to develop in order to progress to meaningful employment.

The RNN Group does not consider that a one-off graded lesson observation provides sufficient oversight to base teaching staffs performance or learner progress overtime on. This judgement is in line with the Ofsted Education Inspection Framework (September 2019).

Please provide the following in relation to the current process your organisation uses for evaluating teaching staff performance:

All documentation used by those who undertake evaluations of teacher performance in the classroom.

The RNN Group has adopted Ofsted's methodology of deep dives to evaluate the quality of education and learning experience. It does not carry out observations nor make judgements and/or evaluate individual teaching staff performance.

Details of training observers have before undertaking observations and any associated resources used

The RNN Group does not carry out lesson observations, therefore staff training on lesson observations has not been delivered.

There are no associated resources to share.

Please note, whilst you have exercised your right to information under FOI, the RNN Group may not release some data it has on record. For example, if it contains personal details of individuals or if other exemptions apply, as detailed within the FOI legislation. See the Information Commissioners Office (ICO) website for further details as to what this means to you and the request you have made:

<https://ico.org.uk/for-organisations/guide-to-freedom-of-information/what-is-the-foi-act/>

In keeping with the spirit and effect of the FOIA, and in keeping with the RNN Group's transparency agenda, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on the Group's website at www.rnngroup.co.uk/IG together with any related information that will provide a key to its wider context. Please note that this will not include your personal data.

Attached is Appendix A, giving contact details should you be unhappy with the service you have received from the RNN Group in regards to this FOI request.

If you have any queries about this letter then please do not hesitate to contact us.

Yours sincerely

The RNN Group Information Governance Team

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Appendix A

If you are unhappy with the service you have received in relation to your request, you may make a complaint or appeal against our decision under chapter 36, part 1, section 17 (7) of the Freedom of Information Act or under chapter 12, part 6, section 165 of the Data Protection Act (Article 57(1)(f) and (2) and 77 of the General Data Protection Regulations), within 40 working days of the date of this letter.

A copy of our complaints process can be found on the RNN Group website by following the link below and selecting the Feedback and Complaints section:
<https://www.rnngroup.co.uk/IG>

If you are not content with the outcome of the internal review of your complaint, the DPA gives you the right to apply directly to the Information Commissioner for a decision.

Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted the RNN Group's own complaints procedure.

The Information Commissioner can be contacted at:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF