



Teaching and Learning Strategy

Prepared by	Authorised by	Board Signature
Name: Ann Cox <i>A Cox</i>	Name: Kevin Vashi <i>[Signature]</i>	Name: Warwick Nash <i>[Signature]</i>
Date last reviewed:	29-7-25	
Effective from:	9-7-24	
Date of new review:	29-7-26	

Background

This policy applies to the teaching and learning of all learners irrespective of the level of study, mode of delivery, location and characteristics of learners. The policy is therefore inclusive and looks to build on the reputation for good teaching and learning graded at the last Ofsted inspection and its capacity for continued enhancement of the learner experience across all programmes and courses.

Purpose of this policy

Netcom Training is committed to learners and employee working together in partnership as active participants, recognising the importance of their respective contributions and reciprocal responsibilities for facilitating effective learning. We believe that improvements to teaching and learning should be driven by the needs of our learners so Netcom Training is a “listening Organisation”. Feedback from stakeholders, inclusive of awarding bodies, regulatory bodies and consultants, are complemented by learner feedback and regular feedback from clients and employee. This feedback will be available in the monthly Quality Report and will drive improvements for teaching and learning practice, which will be on-going and driven by the Head of Quality. (see Marking and Assessing Policy)

Netcom Training aims to provide a challenging yet supportive learning environment and Learners are encouraged to become confident, independent learners, capable of demonstrating good employability skills, in addition to achieving recognised qualifications within their chosen career pathway. Learners will be provided with extensive CEIAG in order for them to have the best possible chance of moving into employment.

Netcom Training was subject to a full Ofsted Inspection in July 2022 and awarded an overall grade 2 with grade 2 in all aspects. The Teaching and Learning Policy sits within the Organisation's Quality Improvement Plan (QIP), which is driven by the overarching aim to become an outstanding learning provider.

Delivering outstanding, innovative teaching and learning is the key to ensuring our learners develop skills, deepen their understanding, and make substantial and sustained progress to their next steps in education and employment, and so a robust Internal Quality Assurance Strategy has been developed to ensure this (see IQA Strategy)

CPD and employee development play a crucial role in supporting the Teaching and Learning Policy. Therefore, the IQA department will be spearheading a comprehensive development programme for all trainers based on a triangulated approach, which incorporates evidence from graded observations, learner feedback, and sampling reports to ensure that Netcom Training has highly qualified and highly trained Trainers and Assessors, who make a difference.



Scope

The Head of Curriculum will ensure that all training courses adhere to the mission statement by incorporating a range of andragogy teaching methods suited to our learners and designing sessions that are innovative, creative, and memorable to ensure that our learners enjoy their learning experience.

Trainers/Assessors

- Deliver training and assessment as outlined in the training observation criteria at grade 1

IQAs

- Develop the trainers to reach the required standards
- Monitor the quality of feedback
- Monitor the quality of teaching, learning, and assessment

Managers

- Ensure that employee have the resources and training required to achieve their targets
- Celebrate excellence and address underperformance.

Governors

- Monitor and review the Teaching and Learning Policy and its practice through Scrutiny Visits and questioning Senior Leaders at regular board meetings

Definition

A teaching strategy is a specific plan or approach that you use to guide your instruction and facilitate learner learning. It's a method or technique that helps you achieve your teaching goals and objectives effectively.

Policy Aims

In 2025/26 the Teaching and Learning Policy will focus on a number of key areas arising from Ofsted feedback and a feedback report from an independent consultant:

- Questioning techniques
- Inclusion
- Differentiation
- Feedback
- Adult learning techniques

- Interaction and Camera Usage

Review

The policy will be reviewed on an annual basis and/or in light of any major operating procedural changes or those relating to legislation/best practice