



BRITISH ACCREDITATION COUNCIL INSPECTION REPORT

INTERIM VISIT (Short Course Provider)

PROVIDER: CMT Learning

ADDRESS: 4th Floor
Bedser Stand
The Kia Oval
Kennington
London
SE11 5SS

HEAD OF PROVIDER: Mr Chris Trembath

DATE OF VISIT: 19 July 2018

ACCREDITATION COMMITTEE DECISION AND DATE: Continued accreditation 27 September 2018

PART A - INTRODUCTION

1. Background to the provider

CMT Learning Limited (CMT/the Provider) is a private limited company that specialises in providing sports summer camps for children and teenagers, who are mainly recruited from overseas. The organisation aims to deliver exceptional experiences to young people from all over the world with programmes designed to accelerate learning, prowess and personal development for young people.

The Provider was established in 2009, originally as Sports Plus Limited changing its name to CMT Learning later that year. The company's founder and managing director is a chartered accountant with experience of public-sector further education in the United Kingdom (UK). There are three additional directors, with backgrounds in education, marketing and professional sport.

The company provides residential sports camps, ranging from seven to 14 days. All courses are held at hired sites at independent schools and the National Tennis Centre (NTC), Roehampton. The majority of courses include English language tuition. The camps are managed by the Operations Director, who visits all sites several times a week and reports to the Board of Directors. Each centre has a nominated manager, who is responsible to the Operations Director for the smooth running of the provision.

CMT currently runs summer camps at Lancing College, West Sussex; the National Tennis Centre, Roehampton; Ardingly College, Sussex and Canford School, Dorset. The company moved from Bristol to new premises in London in 2017 where the head office administrative team and the Directors are based.

2. Brief description of the current provision

Between 2010 and 2015, CMT contracted with Manchester United Soccer Schools (MUSS) and delivered its branded soccer and English language courses. In 2015, at the end of the MUSS contract, CMT began working in partnership with Nike Incorporated (Nike) and began running Nike branded summer camps at Lancing College.

In 2016, the curriculum was expanded and CMT began working in partnership with Brighton and Hove Albion Football Club (BHA) Soccer Schools. This year, in partnership with West Hove Golf Club (WHGC), CMT began running a summer Golf Camp. In addition, tennis and hockey skills camps are also offered and the coaching is delivered by professional coaches employed directly by CMT and the Provider has also introduced specialised computer coding and English language courses in partnership with coding education specialists Fire Tech Camps.

All sports courses are branded by Nike and delivered by CMT. Courses are run on a one or two-week basis and include 12 and a half hours or more of English language tuition, 20 hours of sport specific coaching, fitness routines and player assessments and tournaments as well as excursions and recreational activities each week.

All courses are residential and accommodation is either provided in an accredited independent school or at the NTC. Participants stay in the schools' or NTC's boarding houses and they have access to indoor and outdoor recreational facilities and sports coaching at each site. All meals are included, as well as selected activities and visits in the local area. Other visits to sporting venues or areas of cultural interest are available at additional cost.

All participants are aged under 17 years and are recruited from across the world. At the time of the inspection, participants were mainly from Spain, Italy, Russia, France and Germany. The majority of participants are male.

Courses are open to all abilities and the age range of participants is eight to 17 years. Participants need to be physically fit in order to participate fully in the programmes. Due to the nature of the course content, coding and Advanced English course participants are required to have English language skills at B2 Independent User level under the International English Language Testing System (IELTS).

3. Inspection visit process

One inspector visited the college at Lancing College for half a day. Meetings took place with the Operations Director, the Director of Studies and the Centre Manager and a group of students. Documents provided during the visit were scrutinised including policies, procedures and health and safety records. A tour of the centre, including the boarding house and refectory, was undertaken.

4. Inspection history

Stage 2 inspection:	14 December 2011
Stage 3 inspection:	5-6 July 2012
Interim inspection:	16 August 2013
Re-accreditation inspection	27 July & 3 August 2016

PART B – JUDGMENTS AND EVIDENCE

The following judgments and comments are based upon evidence seen by the inspector during the inspection and from documentation provided by the provider

1. Significant changes since the last inspection

The football coaching contract with the MUSS ended in 2015. Therefore, CMT decided to bring its football skills curriculum under its direct control. Nike continued to support CMT as sponsors for the Summer Camps. New partnerships have been forged with sports clubs, including BHA for football coaching and with other providers for the golf coaching and the accommodation. As a result, new golf provision was identified and secured in Dorset and delivery began this summer.

In the summer of 2016, in response to contractual changes with MUSS, a review of the summer programme was carried out in order to assess and review the appeal and demand for summer camps with a view to identifying future development opportunities. As a result of this review and feedback from parents and participants, the curriculum has been widened and now includes golf camps and computer coding and English language camps. The course on Business English has been changed to Advanced English with the aim of preparing the participants, who are aged 14 to 16, to undertake further education and providing skills and knowledge development through project based activities.

In response to demand, one week courses have been introduced. This has resulted in an increase in the European market as a one-week course is financially viable for more participants. Two week courses remain popular and CMT also deliver longer programmes on request.

The growth in the business has resulted in the recruitment of additional administrative staff, including sales and marketing staff. As a result, the business functions are now based in offices at the Kia Oval, in London where the Directors are also based. Additional staff have also been appointed to support the operations and delivery aspects and report to the Operations Director.

2. Response to action points in last report

There were no action points in the previous report.

3. Response to recommended areas for improvement in last report

It is recommended that the feedback pro-forma contains more open questions to elicit a more detailed response.

The feedback pro-forma now includes additional sections where participants can provide detailed feedback about their experience on their course. Since its introduction in 2017, student feedback has provided good levels of information that have been used, by managers, to consider and implement appropriate changes.

It is recommended that the safeguarding policy is reviewed to include prevent aspects, as outlined in the recent Government advice, and that suitable training is provided for all managers.

CMT now provides all staff with comprehensive safeguarding, training in connection with preventing radicalisation and extremism, and health and safety training through a specialist sports club package. The package of 12 training modules includes sports club specific health and safety training and strategies to prevent radicalisation and extremism. All staff complete the mandatory safeguarding, including the training to prevent radicalisation and extremism, and essential first aid modules prior to their start date. Completion of the courses is tracked and monitored by the Operations Director who also uses the information as part of the annual review progress and the identification of staff professional development.

4. Compliance with BAC accreditation requirements

4.1 Management, Staffing and Administration (spot check)

	Met	Partially met	Not met	
The standards are judged to be	✓			
<p>Comments</p> <p>There is a clearly defined management structure, which is supported by regularly reviewed policies that are easy to understand and effectively shared with all staff.</p> <p>Staff are given a comprehensive handbook that contains all CMT's policies. Policies and procedures are maintained in the administration centre at each venues son that they are easily accessible.</p> <p>Robust quality assurance processes underpin the provision and effectively support continuous improvement. As a result, quality standards are very high.</p> <p>Monitoring systems, including an accurate information system, provide an excellent overview of compliance, including statutory compliances as well as comprehensive records of staff recruitment, performance and professional development.</p> <p>Staff recruitment processes are meticulously managed and all staff participate in a thorough training and induction process.</p>				

4.2 Teaching, Learning and Assessment (spot check)

	Met	Partially met	Not met	
The standards are judged to be	✓			
<p>Comments</p> <p>CMT appoints highly qualified professional coaches who deliver specialised programmes well.</p> <p>Managers are highly qualified and experienced and are effectively supported by the administration and support staff.</p> <p>Training venues have high quality resources, which are supplemented by additional CMT and Nike resources. This ensures that participants are given every opportunity to participate, enjoy and make progress in their sports and English language tuition.</p> <p>The curriculum is focused and the integration of themed English language tuition develops enthusiasm, supports attainment of skills and produces excellent learning outcomes.</p> <p>The assessment process is fit-for-purpose and provides clear evidence of the progress participants make during their programmes.</p> <p>Participants receive excellent feedback at the end of each session on what they need to do to improve and they report that they find this process highly supportive. All English language participants undertake entry and exit English tests and are given daily reports on their oral and written progress. Their results in the final test are sent in written format to their parents. At the end of all the courses, all participants receive achievement certificates, and final reports are sent electronically to their parents or carers.</p>				

4.3 Participant Welfare (spot check)

	Met	Partially met	Not met	
The standards are judged to be	✓			
<p>Comments</p> <p>The arrangements for welfare are meticulous and result in a very safe and secure learning environment.</p> <p>Participants are scrupulously monitored throughout the day and night through a wide range of appropriate systems and procedures.</p> <p>All students participate in a thorough induction process that includes very clear health and safety information as well as helpful information to support individual well-being.</p> <p>The catering at Lancing College is outstanding and participants are offered a wide range of healthy and appealing options including for those with religious or dietary requirements.</p> <p>A very small minority of participants' medicine records were unsigned at the time of the administration of the medicine.</p>				

4.4 Premises and Facilities (spot check)

	Met	Partially met	Not met	
The standards are judged to be	✓			
<p>Comments</p> <p>The new Head Office in London has secure tenure. Sports camps are managed through annual contracts.</p> <p>The Lancing College camp premises are exemplary with outstanding facilities. Health and safety information is prominent in every area where participants congregate including their bedrooms and dormitories.</p> <p>The classrooms provide a comfortable and motivating learning environment. There is a wide range of facilities to support recreation, for example, student common rooms, a swimming pool, a games room and computer-based games.</p> <p>The residential accommodation is excellent and provides a very safe, comfortable and attractive environment for participants to rest and socialise.</p>				

PART C – SUMMARY OF STRENGTHS AND ACTION POINTS

STRENGTHS
<p>Management control of the provision is exceptional. As a result, the courses are very well planned and delivered.</p> <p>Quality standards are outstanding and are well maintained through clear policies, shared information and highly motivated staff.</p> <p>Health and safety practice is very good with exceptional monitoring and very clear procedures. Participants, staff and visitors are given high levels of very clear information on how to keep safe and well.</p>

ACTIONS REQUIRED	Priority H/M/L
None	

RECOMMENDED AREAS FOR IMPROVEMENT
<p>The Provider should ensure that participants’ medicine records are signed by the relevant staff member at the time of the administration of the medicine.</p>

COMPLIANCE WITH STATUTORY REQUIREMENTS	
Declaration of compliance has been signed and dated.	
	YES
Further comments, if applicable	