

## Peer Review and Development

### Context

Self regulation is the way forward, enabling providers to take greater responsibility, both individually and collectively for the planning and improving of provision. Peer Review is an integral part of this process.

### Local

In Nottinghamshire, the e2e improvement group fully embraces peer review and development. The group feels that this approach leads to quality improvement and in turn positive learner progressions.

Specific benefits identified initially include:

- Assuring self-assessments are accurate
- Helping to secure the E2E delivery infrastructure across Nottinghamshire
- Collaboration and sharing good practice
- Evaluating the effectiveness of the quality implementation process (capacity to improve)
- Ensuring that all E2E provision at least meets the minimum LSC floor targets
- The continuous development of managers and staff

### What is Peer Review and Development?

Peer Review and Development is defined as: “a process whereby professionals of similar status or standing exercise collective judgments about the quality and standards of provision, as well as shared responsibilities for their improvement.”

Key principles of any Peer Review and Development approach:

- A collaborative process involving peers
- A whole organisation approach building from a focus which has been negotiated within the PRD Group and/or nominated by the host
- Specifically directed at helping improvement
- Emphasis placed on listening to the voice of the learners

### People reflect on the Peer Review process

*“Peer Review provides an opportunity for NTN to work with providers to improve the quality of provision as we move towards self regulation.”*

**Janet Charlton, NTN**

*Peer Review offers something for everyone!”*

**Peer Review team leader, Acorn Initiative**



# Working together to improve services

*“You have nothing to lose and a lot to gain by being part of this. In this safe environment, the peer review team is acting as a critical friend, acknowledging strengths and opportunities for improvement. The e2e improvement group can also offer ongoing support with improvement actions post the peer review. This is such an opportunity for providers.”*

**Project manager**

*“I thought the whole process was an excellent opportunity for both the host organisation and the Peer Review team. I think it shows real commitment and support towards the whole self regulation planning and progress. Peer Review is a good experience and the outcomes from Peer Review have made my job a lot easier – I give it a ‘double’ thumbs up!”*

**The Learning Zone, the host**

*“The experience of scrutinising and reviewing provision allowed me to compare my own provision and so make and share potential improvements.”*

**Peer Review team leader, Castle College**

*“I found working with my peers from different types of establishments was an invaluable exercise to share experiences, views and good practice. It has opened up the opportunities to speak to peers openly about provision, good and bad and have open and honest discussion.”*

**Peer Review team member, Access**

## **Peer Review in Nottinghamshire – key elements to ensure effective implementation:**

- Trust between providers and a commitment to the peer review process.
- Establishment of project manager to support the whole peer review process.
- Detailed project plan in place to ensure delivery.
- Identification of managers/ staff with the key skills, experience and attitude required to be part of a peer review team.
- The Peer Review team is given sufficient time out to undertake the role
- Infrastructure in place to support the peer review team, for example definition of roles, specific training, access to key documentation etc.
- Infrastructure is in place with providers to share practice from peer reviews and provide ongoing support for providers post peer review where appropriate.

## **Interested?**

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