

Our matrix Story Peterborough Regional College

We have worked with **matrix** for several years initially just within our Information Centre. As we then acquired a Train to Gain contract we needed to extent the remit and at that time decided that we would go for the whole college internal and external approach. We decided on this approach as we recognised that IAG was a whole college responsibility and very much the way that our organisation works.

The Approach to Achieving the Standard

We used the self assessment tool but also the member of staff involved had taken us through **matrix** from the beginning and had become our Internal Champion.

The Impact / Benefits of working with the matrix Standard

Recognition by the whole organisation of what IAG means – prior to this whole college approach staff didn't understand what it meant and how they played a part even though they were actually doing it. Recognition of the importance of effective IAG in terms of recruitment and retention initially but then continued support and progression. Closer working relationships between curriculum and business support colleagues who had previously worked in silos. Additional benefits are that the standard is now increasingly being required for other contracts such as the NCS it is reassuring that we have it and unlike most schools who don't hold the standard we are able to say that we provide impartial guidance to our learners.

The matrix Assessment Feedback

We have ensured that all of the employers we work with have access to policies and that they are able to discuss best practice with the staff from our Apprentice Centre. We ensure that all materials, policies etc are current and dated. We ensure that during staff development there are opportunities for everyone and that each department does something locally with their teams. There are now new procedures in place for performance review and to ensure that all staff are reviewed annually.

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