



**EDUCATIONAL OVERSIGHT INSPECTION OF PRIVATE FURTHER
EDUCATION COLLEGES AND ENGLISH LANGUAGE SCHOOLS**

EXTENDED MONITORING VISIT

CAE (GATWICK)

(Company Registration no. - 6277278)

Full Name **CAE (Gatwick)**

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Principal Mr Jose Maria Garcia

Proprietor Oxford Aviation Academy

Age Range 18+

Total number of students 457

Numbers by age and type of study 18+: 457
FE only: 457

Inspection date **05 November 2024**

PREFACE

This inspection report follows the Framework for Educational Oversight Monitoring Visits and Extended Monitoring Visits of private further education colleges and English language schools. The focus of the visit is to confirm that the quality standards reported at the last full inspection are being maintained.

The ISI is an approved Educational Oversight body authorised by the Home Office to inspect privately funded further education colleges and English language schools in England and Wales offering courses on the Qualifications and Credit Framework. It is designed to improve the quality of education on offer to international students who attend UK colleges through student visas.

ISI inspections are required to:

- Report on the extent to which colleges comply with the published Educational Oversight Standards;
- Assess and report on the quality of educational outcomes and provision;
- Where applicable, make recommendations outside the scope of the Standards to support continued improvement of quality.

Inspection provides objective and reliable reports on the quality of colleges and, by placing reports in the public domain, makes this information available to students, Government and the wider community. Inspection takes account of the context of each individual college, and of how it evaluates its own performance and demonstrates its success.

The inspection of the college is from an educational perspective and provides limited inspection of other aspects, though inspectors will comment on any significant hazards or problems they encounter which have an adverse impact on students. The inspection does not include:

- (i) an exhaustive health and safety audit;
- (ii) an in-depth examination of the structural condition of the college, its services or other physical features;
- (iii) an investigation of the financial viability of the college or its accounting procedures;
- (iv) an in-depth investigation of the college's compliance with employment law.

An extended monitoring visit is for those colleges found at the last inspection to have met or exceeded the quality Standards for Educational Oversight. Inspectors will make judgements on progress against any action points and recommendations made at that time. The inspection will not examine all other Standards in detail but will sample to confirm that previous Standards have been maintained and that there are no contrary indicators to those quality judgements. Inspectors will also consider the impact of any material change reported since the last inspection.

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1. CHARACTERISTICS AND CONTEXT

- 1.1 CAE Gatwick is part of a worldwide group of aviation training organisations owned by the CAE group. CAE trains aspiring pilots through its network of aviation academies in 9 global locations and 50 training sites, providing civil aviation training on a wide range of in-production and in-service types of aircraft. The academy is located at Gatwick, Crawley near Gatwick Airport in West Sussex, with a second site at London Oxford Airport, near Oxford. The academy was established at its Oxford base in 1964 and became part of CAE in 2012.
- 1.2 The principal at Gatwick is assisted in the day to day running of the academy by a team of senior managers. The aim of the academy is to combine high quality ground school courses with flying instruction to train high quality commercial airline pilots.
- 1.3 CAE Gatwick is a commercial Pilot Training Organisation, regulated under the Danish Transport Authority (DTA) trading since 1964. The curriculum offered is accredited by the United Kingdom Aviation Authority (UKCAA) and by the European Aviation Safety Agency (EASA). The academy offers a range of training courses leading to Commercial Pilot's Licence (CPL). Enrolment is monthly for the integrated Air Transport Pilot's licence (ATPL) and enrolment for other courses are timed to meet individuals' requirements or those of airline sponsors. Training is carried out at Oxford, Antwerp, Brussels and Gatwick centres; initial flight training takes place at the academy's fair-weather base at Phoenix, United States of America (USA). The bases outside the UK were not included in this inspection.
- 1.4 The student selection process involves aptitude testing, mathematics and physics skills tests and a personal interview incorporating previous qualifications and experience. Trainees from outside the UK are required to pass an English language test, which is further tested during personal interview. Trainees may be self-sponsored or supported by an airline or government. Increasingly, courses are delivered in blended format through in-class training and virtual media; trainees are provided with a tablet computer and supported in the use of the technical programmes.
- 1.5 At the time of the inspection, 457 trainees were enrolled in pilot training. Trainees under the age of 18 are not accepted. Most trainees are between the ages of 19-27. The vast majority of trainees are from the UK or other European countries. The majority of trainees have a first language other than English. The vast majority of trainees are male, no trainees have been identified as having special educational needs and/or disabilities (SEND).
- 1.6 This monitoring visit has been extended due to a change of principal. For this reason, Section 5 of the Educational Oversight Framework is looked at in detail.
- 1.7 The academy was previously inspected on the 27 – 28 June 2023 when it met all Key Standards and the quality of education was judged to exceed expectations. The recommendation from the previous report is:

- Ensure that the academy's complaints policy is clearly sign posted on the website.

2. SUMMARY OF FINDINGS

- 2.1 **The academy exceeds expectations.** At the previous inspection of 27 – 28 June 2023 the academy was found to exceed expectations and the quality of education, as judged at that time, has been maintained.
- 2.2 The quality of the curriculum, teaching and learners' achievements is excellent. The academy has clear educational aims and objectives and offers a wide range of very high-quality courses that fully supports its stated aims and objectives. Initial assessment prior to, and on arrival, is excellent. It is accurate and effective in ensuring that trainees are placed on the right course in accordance with their abilities and aim to progress into the aviation industry. The suitability of course provision and curriculum is excellent. Courses are very well organized, flexible and are effective in meeting the needs of the trainees. They are aligned to and fully meet the requirements of the UKCAA, DTA and EASA. Courses on offer to trainees on Student Visas meet the definition of an approved qualification, as set out in the Home Office guidance. Teaching is excellent. Instructors have excellent subject knowledge, relevant experience in the aviation industry and use highly effective teaching methods to motivate and involve the trainees in their learning. Consequently, trainees make excellent progress in lessons, with the vast majority of trainees passing their exams on the first attempt and successfully completing their course.
- 2.3 Trainees' welfare, including health and safety, is excellent. Health and safety and security are well managed, monitored, with comprehensive oversight that ensures that issues are quickly addressed. Both premises are fit for purpose, very well-maintained and of a high quality. They provide excellent facilities that effectively support learning and ensure a safe and secure learning environment. Classrooms are well equipped and furnished to a high standard. Flight simulators and other specialist learning areas are very well-maintained and secure. Detailed policies and procedures are in place and implemented effectively to reduce the risks from fire and other hazards and ensure high levels of health and safety are maintained. Fire precautions, drills and evacuations are systematically undertaken and are clearly understood by all trainees and staff. Trainee registration and attendance records are accurate. They are very well managed and staff are highly effective in monitoring attendance and taking any necessary action. Procedures for reporting to the Home Office are highly secure and fully understood by relevant staff. Pastoral support and guidance for the trainees is excellent and in accordance with the academy's aims. Trainees are highly supportive of the academy and report that they are very well supported.
- 2.4 The effectiveness of governance, leadership and management is excellent. Comprehensive oversight ensures that high levels of education, welfare and health and safety are maintained and that the academy meets the requirements of the UKCAA, DTA and EASA. A comprehensive and detailed management structure ensures that roles and responsibilities within the academy are clearly defined and understood by all staff. Highly effective communication ensures that staff are well informed of any issues or changes. A comprehensive range of well-defined policies and procedures are introduced, implemented and monitored appropriately. As a result, the academy

is well run and meets all its legal obligations. Mechanisms to monitor quality are excellent. Self-evaluation is well developed and used effectively to accurately evaluate the academy's strengths and identify realistic areas for further development. The academy successfully attracts and retains well qualified and experienced teachers and managers. Procedures for the recruitment of staff are excellent and in accordance with statutory requirements.

3. THE QUALITY OF THE CURRICULUM, TEACHING AND LEARNERS' ACHIEVEMENTS

- 3.1 The quality of the curriculum, teaching and learners' achievements is excellent. All Key Standards continue to be met.
- 3.2 Initial assessment prior to, and on arrival, is excellent. The process is accurate and a comprehensive series of tests and interviews ensure that trainees are accurately placed on a programme of study in accordance with their abilities, English language skills and their aim to gain employment within the aviation industry. As a result, in meetings with trainees, and replies to questionnaires, they report that they are highly satisfied with their course.
- 3.3 The suitability of course provision and curriculum is excellent. Trainees are very well educated in accordance the academy's aims and their objectives. The curriculum is based on a clear policy statement, is well planned and provides a comprehensive range of aviation focused courses and levels to meet the different needs and aspirations of trainees. Courses are aligned to the framework of reference for gaining qualifications which will allow for a Commercial Pilots Licence or Multi-Pilot's Licence regulated through the UKCAA and DTA for UK and EASA. Programmes of study on offer to trainees on Student Visas meet the definition of an approved qualification, as set out in the Home Office guidance. The academy ensures that trainees enrolled on Student Visas are studying at an appropriate level on an approved full-time programme, which includes at least 15 hours a week of classroom-based, weekday daytime study.
- 3.4 Teaching is excellent and is characterised by detailed planning, with considerable care taken to match tasks to individual trainee's levels of ability. Instructors have excellent subject knowledge and relevant experience in the aviation industry. Lessons are delivered at a suitable pace and include a wide variety of teaching methods and resources to suit different learning styles and to foster interest and motivate and involve the trainees in their learning. Trainees work well individually and in small groups, showing good co-operative learning and independence. However, in online classes, a small minority trainees do not have their video camera on, which limits the instructor's ability to check learning and engagement. Classroom resources are of an excellent quality, quantity and range and are used effectively by teachers to support learning. As a result, trainees make excellent progress in class and achievement rates are high.
- 3.5 Teaching is inclusive and effectively promotes fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. It encourages respect for other people including those with the protected characteristics set out in the Equality Act 2010.
- 3.6 Overall, trainees make excellent progress and achievement and attendance rates are high. Examination and test results are excellent, with the vast majority of trainees passing their exams on the first attempt and successfully completing their course.

4. STUDENTS' WELFARE, INCLUDING HEALTH AND SAFETY

- 4.1 Trainee' welfare, including health and safety, is excellent. All Key Standards continue to be met.
- 4.2 Health, safety and security of both premises are excellent. Health and safety and security are a key priority of the academy and is well managed, monitored, with comprehensive oversight that ensures that any issues are quickly addressed. Both premises are fit for purpose, very well-maintained and of a high quality. They provide high quality facilities that effectively support learning and ensure a safe and secure learning environment. Classrooms are clean, with good lighting, heating, sound insulation and ventilation. They are well equipped and furnished to a high standard. Flight simulators and other specialist learning areas are very well-maintained and secure. As a result, they provide a comfortable, safe and secure learning environment.
- 4.3 Health and safety, first aid and fire safety policies and procedures are detailed and effectively implemented. All necessary measures to reduce the risk of fire and other hazards have been taken. Fire precautions, drills and evacuations are systematically undertaken and are clearly understood by all trainees and staff. An appropriate number of fire marshals and staff trained in first aid are in place, with full details available on notice boards throughout the academy, including in each classroom. Free drinking water is readily available throughout both premises.
- 4.4 Systems for recording registration and attendance are excellent. Comprehensive admission procedures ensure that accurate admission registers and records are maintained. Electronic trainee files are accurately maintained and provide a detailed record of checks on identity, previous academic experience, and visa status. Attendance records are accurate and daily attendance is closely monitored. Procedures for reporting low attendance to the Home Office are highly secure and fully understood by relevant staff. Overall, student attendance is very high.
- 4.5 Pastoral support for trainees is excellent. Trainees receive a comprehensive and effective induction on arrival which includes detailed information about their training programme, the academy and health and safety and welfare arrangements. As a result, they report that know who to go to if they have a problem and settle in their course, the academy and the local area quickly. Relationships between staff and trainees, and amongst the trainees themselves, are excellent. A wide range of policies and procedures reinforce a culture of mutual respect, integration and tolerance and the expectations of appropriate behaviour and conduct.

5. THE EFFECTIVENESS OF GOVERNANCE, LEADERSHIP AND MANAGEMENT

- 5.1 The effectiveness of governance, leadership and management is excellent. All Key Standards continue to be met.
- 5.2 This monitoring visit has been extended due to a change of principal at the Oxford centre. As such, section 5 of the Educational Oversight Framework was looked at in detail.
- 5.3 The recommendation in this area from the previous inspection report is:
- Ensure that the academy's complaints policy is clearly sign posted on the website.
- 5.4 Good progress has been made against the recommendation. The academy's complaints policy is clearly sign posted and accessible from its website. As a result, trainees and other stakeholders have easy access to the complaints policy if needed.
- 5.5 Comprehensive oversight ensures that high levels of education, welfare and health and safety are maintained and that they academy meets the requirements of the UKCAA, DTA and EASA. Financial planning and investment in the future of the academy is excellent and ensures that the necessary resources are in place to meet the changing needs of its courses. A clear vision for the academy is shared by all staff, who work very well together for the good of the trainees. Relationships between senior managers and staff are excellent.
- 5.6 The quality of leadership and management is excellent. A comprehensive and detailed management structure ensures that roles and responsibilities within the academy are clearly defined and understood by all staff. Highly effective communication ensures that staff are well informed of any issues or changes. A comprehensive range of well-defined policies and procedures are introduced, implemented and monitored appropriately. As a result, the academy is well run and meets all its legal obligations.
- 5.7 Quality assurance, which includes trainee feedback, is excellent and shows a clear commitment to continuous improvement throughout the academy. Self-assessment and evaluation are well-developed and used effectively to inform improvement planning and ensure that the necessary resources are in place to meet the needs of the academy. Trainee feedback is regularly and systematically collected. This feedback is effectively analysed, shared with staff, manager's, senior leaders and used regularly to inform academic action planning and the identification of academy priorities. Trainee performance data is available and effectively reviewed by senior leaders.
- 5.8 Staff recruitment, qualifications and suitability checks are excellent. A comprehensive recruitment policy ensures that suitably qualified and experienced staff are recruited. All required recruitment checks have been carried out in a timely manner and appropriately recorded. The process to validate previous applicants work history and qualifications is excellent, with due regard to statutory requirements concerning the

identity of staff. A system, to verify references is in place and ensures that the reference has originated from an appropriate source. A detailed central record is maintained and monitored by senior staff.

- 5.9 The provision of information is excellent. The academy's website is clear and user-friendly. Prospective trainees are able to access accurate and relevant information to inform their study choices.
- 5.10 The academy was responsive in providing information during the inspection in a timely manner.

5. ACTIONS AND RECOMMENDATIONS

The academy has maintained the excellent quality found at the last inspection.

Recommendations for further improvement

In order to further improve the excellent quality provided, the academy should:

- Ensure that all trainees are actively involved in online lessons and that their learning and engagement is effectively monitored.

INSPECTION EVIDENCE

The inspectors observed lessons and conducted formal interviews with staff and trainees. They held discussions with the principal, senior members of staff and attended registration sessions. The responses of staff and trainees to confidential pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the academy.

Inspectors

Dr Nigel Chambers	Lead Inspector
Ms Jane Beeson	Team Inspector
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Mr Benjamin Llewelyn	Team Inspector