

Alternative Education Provider - Organisation Profile

Provider Name	Randstad Solutions Limited
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Summary of provision provided (please tick as appropriate)

Full Time Alternative Provision	Yes
Part Time Alternative Provision	Yes
Tutoring	Yes
On-line Learning	Yes
Bespoke Provision delivered off-site	Yes
Additional Interventions delivered on-site	Yes
Full or Part-Time Alternative Provision for Post 16 Students	Yes
Key Stage 1	Yes
Key Stage 2	Yes
Key Stage 3	Yes
Key Stage 4	Yes
16 Plus	Yes
English Tuition	Yes
Maths Tuition	Yes
Science (including IT) Tuition	Yes
Core Curriculum	Yes
Vocational Training	No
Physical activities – such as sports	No

Additional Provision Information

Randstad Tuition Services offers tailored educational and wellbeing interventions to support children, young people, and educational institutions. Their goal is to achieve positive outcomes through specialised academic and pastoral provisions.

Academic Tuition: Online and Face-to-Face

Randstad provides high-quality tuition for pupils from Key Stage 1 to Key Stage 5, covering all GCSE subjects and most A-Level subjects. Tuition is delivered online or face-to-face in schools, homes, or community locations, ensuring accessibility and flexibility. Over 5,000 qualified educational specialists, including QTS teachers and SEND professionals, support vulnerable learners such as school-avoiders, excluded pupils, or children with medical needs. Their online platform includes assessment tools to create personalised learning pathways tailored to students' strengths and areas for improvement. Randstad's tuition supports learners with Special Educational Needs and Disabilities (SEND) or Social, Emotional, and Mental Health (SEMH) needs. Their curriculum-based approach aligns with individual education plans, ensuring pupils receive targeted support to achieve academic goals. Alternative provision is available for pupils unable to access mainstream education due to medical needs or other barriers, offering structured environments and interventions to help them reintegrate into education.

Mentoring Services

Randstad's mentoring programme focuses on social, emotional, and behavioural development to enhance pupils' engagement with academic studies. This service is tailored for students facing barriers such as school avoidance, SEND, or those in alternative provisions. Mentors work closely with pupils to build resilience, self-regulation, and interpersonal skills, which are essential for overall development. Mentoring is available online and face-to-face, ensuring accessibility for all pupils. The programme supports vulnerable learners, including repeat absentees, young offenders, and children missing in education. By addressing the causes of disengagement, mentoring helps pupils reconnect with education and develop a positive outlook towards learning. This holistic approach ensures pupils are academically, emotionally, and socially prepared for future challenges.

Counselling and Wellbeing Support

Randstad employs qualified mental health practitioners to deliver counselling and wellbeing services. These interventions address emotional wellbeing and mental health challenges that may hinder academic performance. Support is provided 1:1 or in small groups, offering a therapeutic approach to student development. Sessions focus on building emotional resilience, managing anxiety, and overcoming barriers caused by mental health issues. This service is particularly beneficial for pupils with SEMH needs, equipping them with tools to navigate challenges effectively. Therapeutic support includes structured environments and targeted interventions delivered by experienced professionals. Available across all age groups, from primary to post-16 education, this service ensures continuity of support throughout pupils' educational journeys.

Post-16 Education and Transition Support

Randstad offers tailored support for Post-16 students, helping them transition into higher education or the workplace. Programmes include curriculum-appropriate tuition, mentoring, and vocational skills training, such as CV writing and interview techniques. These interventions align with the Qualifications and Curriculum Framework (QCF), ensuring students are prepared for further education, training, or employment. Employability training focuses on workplace readiness, helping students build confidence, set career goals, and develop professional skills. By integrating academic and vocational support, Randstad equips Post-16 students with the knowledge and skills needed to achieve their aspirations.

Expertise and Breadth of Service

With over 30 years of experience, Randstad has worked with 145 local authorities and 4,500 schools, supporting 85,000 students since 2023. They have delivered over one million hours of tuition, demonstrating consistent reliability and impact. Their services are built on a cycle of review and improvement, incorporating feedback from tutors, parents, and carers to refine their interventions. Randstad specialises in supporting vulnerable learners, including those with learning differences, medical needs, and repeat absenteeism. They collaborate with local authorities, schools, and stakeholders to develop personalised education plans tailored to each pupil's needs and goals. This ensures high-quality interventions that make a meaningful difference in pupils' lives.

Impact and Outcomes

Randstad's interventions aim to achieve positive outcomes, including curriculum adherence, increased engagement, improved attendance, successful exam participation, and enhanced employability. Outcomes are measured against key performance indicators to ensure tangible benefits for pupils and educational institutions. Feedback highlights the impact of Randstad's services: 88% of tutors report good relationships with pupils, 86% note improved pupil confidence, and 79% observe positive progress. Additionally, 100% of parents and carers say their child enjoyed tuition.

Randstad's efficiency in matching tutors with pupils is another strength, with 97% of matches completed within five days. This ensures timely support, minimising disruptions to education.

Conclusion

Randstad Tuition Services provides comprehensive interventions addressing pupils' academic, social, and emotional needs. Their curriculum-based tuition supports learners from Key Stage 1 to Key Stage 5, including GCSE and A-Level subjects. In 2023, Randstad supported 275 pupils through a specific local authority, including 52 SEND learners and 26 vulnerable pupils. Positive feedback, such as 79% of tutors reporting improved pupil progress and 100% of parents stating their children enjoyed tuition, demonstrates the effectiveness of these interventions. For pupils with mental health challenges or socio-emotional difficulties, Randstad offers counselling, therapeutic support, and mentoring. These services foster resilience, self-regulation, and emotional development, enabling vulnerable pupils to re-engage with education. Randstad's expertise extends to learners with repeat absenteeism, medical conditions, autism, ADHD, anxiety, and young offenders.

Their alternative provision services cater to pupils unable to access mainstream education, such as those on medical transition plans. Randstad collaborates with 145 local authorities, including Leeds City Council, Rochdale Borough Council, and Cumbria County Council, as well as 4,500 schools and institutions like Durham University and Staffordshire University. Serving over 85,000 pupils, Randstad achieves operational efficiency, with 97% of tutor-to-pupil matches completed within five days. Satisfaction surveys show 93% of tutors would work with Randstad again, reflecting successful partnerships. To bridge the gap between education and employment, Randstad offers employability programmes, including CV writing and interview preparation. These interventions equip pupils with workplace readiness skills, enhancing their long-term outcomes. Randstad's continuous improvement framework ensures services evolve in response to feedback and emerging needs. With a proven track record across diverse regions and measurable impact, Randstad remains a reliable partner for educational institutions and local authorities across the UK.

Pastoral Support Offered – please provide a summary of the pastoral care you provide

With a robust framework dedicated to the holistic development of children and young people, Randstad Tuition Services has established itself as an important partner for local authorities across England. Moving beyond conventional academic tutoring, the organisation provides a comprehensive suite of pastoral support services designed to nurture the social, emotional, and mental wellbeing of students, particularly those who are most vulnerable. This commitment to pastoral care is woven into the fabric of their educational provision, ensuring that every child has the opportunity to not only succeed academically but also to thrive as a confident and resilient individual.

At the heart of Randstad's approach is the understanding that academic achievement is intrinsically linked to a child's overall wellbeing. For the 145+ local authorities they partner with, this translates into a multifaceted support system that addresses a wide spectrum of needs. This includes specialised interventions for children with Special Educational Needs and Disabilities (SEND) and those with Social, Emotional, and Mental Health (SEMH) challenges. By offering tailored support, Randstad aims to break down the barriers to learning that many vulnerable children face, including those with medical needs, a history of absenteeism, or those who are looked-after or unaccompanied asylum-seeking minors.

A cornerstone of their pastoral provision is the emphasis on building strong, trusting relationships. Tutors and mentors are not just educators; they are trained to create a nurturing and supportive environment where children feel safe and valued. This relationship-building is crucial for fostering

emotional resilience and self-esteem, particularly for students who may have experienced trauma or disruption in their lives. The integration of therapeutic approaches and trauma-informed practices into their programmes further underscores their commitment to addressing the underlying emotional and psychological needs of the children they support. This can involve one-to-one counselling, mentoring sessions, and enrichment activities designed to promote emotional literacy and self-regulation.

Randstad's pastoral support is delivered across a variety of settings to ensure maximum accessibility and flexibility. Whether in a school, at home, or within a community space, the provision is tailored to the individual needs and circumstances of each child. This adaptability is particularly vital when working with local authorities to support children who may be disengaged from mainstream education. For these students, Randstad provides alternative provision that combines academic learning with intensive pastoral care, aiming to re-engage them with their education and provide a clear pathway to positive future destinations, be it a return to mainstream schooling, further education, or employment.

The collaboration with local authorities is a key feature of Randstad's service delivery. This partnership approach ensures that the pastoral support provided is aligned with the wider objectives of the local authority, such as improving attendance, reducing exclusions, and enhancing the overall life chances of vulnerable children. Regular communication and progress monitoring are integral to this process, with a focus on achieving measurable outcomes that demonstrate the positive impact of the interventions. By working in close partnership, Randstad and local authorities can ensure a cohesive and integrated support system that wraps around the child and their family.

The recruitment and training of their staff are paramount to the quality of their pastoral care. Randstad ensures that all tutors and mentors undergo rigorous screening and are equipped with the necessary skills and knowledge to support children with diverse and complex needs. Continuous professional development is a priority, with training provided on topics such as safeguarding, mental health awareness, and effective strategies for supporting children with SEND and SEMH. This investment in their workforce ensures that they can deliver a consistently high standard of pastoral care that is both compassionate and effective.

In essence, the pastoral support offered by Randstad Tuition Services to local authorities in England is a comprehensive and person-centred approach that recognises the profound impact of wellbeing on a child's educational journey. By combining academic tuition with a deep commitment to nurturing the social, emotional, and mental health of every student, Randstad is not just providing an educational service; it is fostering brighter futures for some of the most vulnerable children in society. Their collaborative approach with local authorities, their focus on building strong relationships, and their dedication to providing a safe and supportive learning environment make them a valuable asset in the collective effort to ensure that every child can reach their full potential.

Service Provider Benefits – please list the main benefits of your provision

- 1. Personalised and Tailored Support** - Randstad adopts a person-centred approach, creating personalised learning plans based on individual needs, such as those detailed in an Education, Health and Care Plan (EHCP). This includes tailoring support for vulnerable learners who are disengaged from mainstream education.
- 2. Specialist SEND and SEMH Provision:** The service has specialist knowledge and experience in supporting learners with Special Educational Needs and Disabilities (SEND) and Social, Emotional, and Mental Health (SEMH) needs, including those with anxiety, autism, ADHD, and dyslexia.
- 3. Flexible and Varied Delivery Methods:** Tuition is offered in a variety of formats to suit different requirements, including on a 1:1 or small group basis, and can be delivered face-to-face (at school, home, or a community space) or online.

