

Tresham College
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Saxby Brothers

Employer Description

Saxby's Pork Pies are a national institution. The company was established in 1904 by two brothers and it is still a family concern. The business is very much part of the local community in Wellingborough.

Company recruits come from a variety of cultural backgrounds, often with several generations of the same family working together.

Employer Engagement Strategy

Tresham have a well established process for employer engagement which incorporates the following steps:-

- Stage 1 - engage workplace senior management team and find out union policy (if unionised)
- Stage 2 - set up steering group (with as many reps from above as possible to make it work)
- Stage 3 - develop a strategy and action plan (with dates etc)
- Stage 4 - raise awareness throughout company either via ULR/HR/notices team briefings etc
- Stage 5 - conduct LLN needs analysis on workplace/personal issues
- Stage 6 - Engage employees
- Stage 7 - Produce LLN Learning Needs Report (although not all companies see this as vital)
- Stage 8 - Agree a training proposal and service level agreement

Background to the Initiative

Saxby's identified that a number of their employees were not successfully completing their Food Hygiene qualifications as English was not their first language. A visit was arranged with Tresham Institute to discuss the issues and establish an outline programme to address the needs of both the company and the employees.

Outline of Course Content

Two separate provisions were established. The first provision based on the English for Speakers of Other Languages curriculum to improve all aspects of language skills. This allows employees to develop their skills and gain confidence in using English.

One of the operatives – Manjiv told the tutor “after joining the workshop I felt more confident to use English outside – I can now chat to my neighbour”. The tutor also reported on the real benefits to the lives of the individuals, many staff had difficulties with simple things like phone calls, and some have gained enough confidence to progress to ESOL qualification courses at the College

The second provision reflected the need to ensure all employees understood and complied with Saxby's Food Hygiene procedures.

Tresham staff took the Food Hygiene standards and mapped these to the ESOL curriculum, developing suitable resources to cover the necessary language skills. Resources such as word lists, worksheets and speaking and listening activities were developed to ensure staff fully understood and complied with working procedures.

Recruitment to the Programme

Saxbys advertised the Language Workshops and staff were encouraged to attend. Tresham Institute tutors arranged individual confidential initial assessments; three workshops were established to accommodate the different levels. As the 1 ½ hours sessions were held on site, staff found it easy to attend at the end of their shift. Once learners reach the appropriate level of language competence, they were able to progress to the ESOL Food Hygiene course which is delivered in company time.

Benefits of the Programme

In all, 27 learners enrolled on the ESOL course, which had a 95% attendance rate and 19 went on to successfully complete the food hygiene course.

The HR Manager Chris Saunders confirmed Saxby's commitment - "It is important for us to ensure our hygiene procedures are rigorously adhered to, but the benefits do not stop there, investing in training our staff also reduces absenteeism and improves staff retention. It also raises self-esteem, staff feel valued and have gained confidence from the Language Workshops".

Saxbys and Tresham regularly review the provision and it is hoped that the next stage will be the national tests.
