

Inspection of Seymour Davies Ltd

Inspection dates:

26–29 November 2019

Overall effectiveness

Requires improvement

The quality of education

Requires improvement

Behaviour and attitudes

Good

Personal development

Requires improvement

Leadership and management

Requires improvement

Adult learning programmes

Good

Apprenticeships

Requires improvement

Overall effectiveness at previous inspection

Not previously inspected

Information about this provider

Seymour Davies Limited is based in Huntingdon and operates under the name of Opps Development Training. It provides education and training for almost half of the apprentices in scope at the time of inspection. Six apprentices are enrolled on a standards-based apprenticeship at level 3 in business administration, 21 apprentices are enrolled on a standards-based apprenticeship in care at either level 2 or 3, four apprentices are enrolled on a framework-based apprenticeship in care at level 5. In addition, 108 adults who work in the care sector are enrolled on short-duration qualifications in care.

Seymour Davies Limited provides education and training in London, the East Midlands, the South West and the East of England. They use a subcontractor, Lead Edge Training, to provide apprenticeships for 37 apprentices at levels 2 and 3 in carpentry and joinery. Lead Edge Training provides these programmes in Halesowen.

What is it like to be a learner with this provider?

Adult learners are passionate about improving their work practices. This is because they want to give the highest quality support to the residents they look after. Learners develop a good understanding of how to deal appropriately with conflict in the workplace. They confidently and calmly manage challenging situations with residents in care homes.

Carpentry apprentices, taught by Lead Edge Training, become highly skilled very quickly. For example, they have confidently built stud walls and hung doors on a construction project in a convent.

Too few apprentices taught by Seymour Davies Limited receive high-quality off-the-job training or prompt feedback on the quality of their work. Most have not completed their qualifications in the time planned.

Learners and apprentices have a good understanding of health and safety. They develop a good knowledge of how to work safely. Care learners know how to avoid back strain. Carpentry apprentices know how to use tools and equipment correctly. Learners and apprentices know how to keep themselves safe.

What does the provider do well and what does it need to do better?

Leaders have not ensured that their own apprentices develop their skills and pass their qualifications promptly. Apprentices do not achieve as well as those taught by the sub-contractor partner, Lead Edge Training. Leaders have not made sure that their own apprentices received the off-the-job element of their apprenticeship from the start of their programme. This has resulted in most apprentices not passing their qualification in the time that leaders planned.

Tutors make sure that new knowledge links effectively to earlier learning. They use this method particularly effectively when teaching mathematics. Apprentices therefore remember how to use and apply mathematics in their everyday job roles. For example, carpentry apprentices can link their knowledge of mathematics using the Pythagoras theorem to calculate angles in roofing.

Apprentices and learners benefit from support from well-qualified tutors with significant industrial experience. For example, health and social care tutors use their experience of working in palliative care to have frank discussions with learners about how to provide high-quality care in often challenging circumstances. As a result, apprentices are able to effectively link theoretical concepts to the real-life situations that they face at work.

Leaders work closely with employers to design a curriculum which meets the needs of their sectors, for example providing short courses in health and social care such as dementia and mental health awareness which increase domiciliary workers' specialist knowledge and skills. Leaders' good understanding of the construction

sector has led to ensuring that carpentry apprenticeships develop highly effective customer service skills.

Tutors ensure that apprentices and learners develop a good understanding of the values needed to live and work in modern Britain. Carpentry and care apprentices enthusiastically debate these values in the context of their job roles. They apply these values successfully to their work and lives.

Tutors do not focus sufficiently on learners and apprentices improving their written English skills. Tutors do not ensure that learners and apprentices understand the importance of writing clear patient records or accurately recording changes in weight, blood pressure or drug dosages.

Ongoing careers advice and guidance is insufficient. Leaders do not ensure that their own apprentices, and adults on short courses, have a good understanding of their potential next steps and career opportunities.

Safeguarding

The arrangements for safeguarding are effective.

Apprentices and learners feel safe at work and know to whom they need to report any concerns. Leaders ensure that learners and apprentices have a good understanding about their personal safety and local safeguarding issues. The designated safeguarding lead is effective in their role. They check safeguarding concerns effectively and work successfully with external agencies.

Leaders ensure that staff undertake suitable safeguarding checks and are safe to work with learners and apprentices.

What does the provider need to do to improve?

- Leaders should ensure that their own apprentices benefit from high-quality off-the-job training from the start of their programme.
- Tutors need to focus closely on developing and improving learners' and apprentices' written English skills.
- Leaders need to make sure that apprentices and learners access high-quality impartial careers advice and guidance. Leaders must ensure that learners and apprentices have good knowledge of the opportunities available to them and can make informed decisions about their future careers.

Provider details

Unique reference number	1270749
Address	12 Ramsay Court Hinchingsbrooke Business Park Huntingdon PE29 6FY
Contact number	01480 415930
Website	www.oppdevelopments.com
CEO	Barbara Seymour
Provider type	Independent learning provider
Date of previous inspection	Not previously inspected
Main subcontractors	Lead Edge Training

Information about this inspection

The inspection team was assisted by the CEO, as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans. The inspection was carried out using the [further education and skills inspection handbook](#) and took into account all relevant provision at the provider. Inspectors collected a wide range of evidence to inform judgements, including observing learning sessions, scrutinising learners' work, seeking the views of learners, staff and other stakeholders, and examining the provider's documentation and records.

Inspection team

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