

Welcome Skills Limited

Monitoring visit report

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Name of lead inspector: Steve Lambert Her Majesty's Inspector

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Type of provider: Independent learning provider

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Monitoring visit: main findings

Context and focus of visit

Welcome Skills Limited offers hospitality training to the Asian restaurant sector. Since 2017, Welcome Skills Limited has been offering a level 2 standards-based apprenticeship under its own contract. It currently delivers the level 2 hospitality team member and production chef apprenticeship. There were 266 apprentices on programme at the time of the monitoring visit and, so far, none has completed an apprenticeship.

At the monitoring visit in October 2019, inspectors found that leaders had made insufficient progress in ensuring that effective safeguarding arrangements were in place. The purpose of this monitoring visit was to judge what progress leaders and managers had made in ensuring that effective safeguarding arrangements are in place.

Theme

How much progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place? Reasonable progress

Leaders and managers have taken swift action to rectify the concerns raised at the previous monitoring visit. Leaders and managers now place a high priority on safeguarding apprentices. They have suitable policies and procedures in place, including in respect of the 'Prevent' duty. The designated safeguarding lead and deputy lead have completed appropriate training to be effective in their roles. Managers have made good use of external agencies to improve their training. For example, staff have had training from a Department for Education 'Prevent' coordinator. Managers now have up-to-date records of Disclosure and Barring Service checks to ensure that staff are safe to work with younger apprentices.

Managers have implemented a range of strategies to disseminate safeguarding information to apprentices and employers. Apprentices and their employers receive good safeguarding information. They feel safe and know who to contact if they have any concerns. Discussions around safeguarding are now integrated into reviews with apprentices, and apprentices have a sufficient understanding of how to keep themselves safe. Staff have more work to do to help apprentices to develop a better understanding of the dangers of radicalisation and extremism in the context of the hospitality sector.

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