

Selection Training Limited

Monitoring visit report

Unique reference number:	1278578
Name of lead inspector:	Jacquie Brown, Her Majesty's Inspector
Inspection dates:	29–30 January 2020
Type of provider:	Independent learning provider
Address:	Louis Pearlman Centre Goulton Street Hull HU3 4DL

Monitoring visit: main findings

Context and focus of visit

From October 2018, Ofsted undertook to carry out monitoring visits to all newly directly funded providers of apprenticeship training provision which began to be funded from April 2017 or after by ESFA and/or the apprenticeship levy. This follow-up safeguarding monitoring visit has been carried out consequent to the provider being found to be making insufficient progress with respect to safeguarding at their previous monitoring visit. It follows the arrangements outlined in the 'Further education and skills inspection handbook'.

At the provider's first monitoring visit in September 2019, inspectors judged that leaders and managers had made insufficient progress in ensuring that effective safeguarding arrangements were in place. The focus of this visit was on the safeguarding theme below.

Themes

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

Leaders have not ensured that tutors have completed effective training on their responsibilities under the 'Prevent' duty or in safeguarding adults. Consequently, tutors only have a superficial understanding of how to keep apprentices safe. The designated safeguarding lead has completed appropriate training and, as a result, has an appropriate understanding of how to recognise risks and potential signs of abuse, radicalisation and extremism.

Too many apprentices have a very limited understanding of safeguarding. Leaders have not delivered training to apprentices about the risks of radicalisation and extremism. Too many apprentices are unaware of these risks, other than what they have learned from the media.

Leaders have implemented a 'Prevent' duty policy, procedure and action plan, and a risk assessment that identifies the risks that apprentices face. The policy and procedure give clear guidance on how to protect apprentices from the risks of radicalisation and extremism. However, leaders have been too slow to respond to the risks that they have identified. For example, they have not checked employers' safeguarding arrangements to ensure that apprentices are protected at work. They have not checked if employers have sufficient knowledge to ensure that apprentices are not exposed to risks in the workplace.

Although leaders have put in place a safeguarding policy and procedure, these documents omit important information. For example, they do not include all potential forms of abuse.

Leaders have not established adequate governance arrangements to oversee safeguarding. Consequently, no one holds leaders to account for the effectiveness of the measures that they take to keep apprentices safe. These measures are not effective.

Leaders have begun to establish useful links with external agencies. The designated safeguarding lead works with the regional 'Prevent' coordinator, Humberside Police and the East Riding Adult Safeguarding Board.

Leaders have a suitable procedure in place for reporting and dealing with safeguarding concerns. Apprentices feel safe and are confident to raise concerns, should they arise. No one has raised any concerns so far.

Leaders have effective safe recruitment practices in place to ensure that staff are suitable to work with adult apprentices.

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