

Limm Skills Academy Limited

Monitoring visit report

Unique reference number: 2539253

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

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 the Education and Skills Funding Agency 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'.

The focus of this visit is only on the safeguarding theme below.

Since 2019, Limm Skills Academy Limited have provided apprenticeship training in health and social care and business administration. In March 2021 Limm Skills Academy Limited received a monitoring visit which resulted in insufficient progress judgements being made in all areas. At the time of this monitoring visit, the provider had fewer than five apprentices enrolled on apprenticeship programmes.

The impact of COVID-19 (coronavirus) has been taken into account in the findings and progress judgements below.

Theme

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

Since the previous monitoring visit, leaders responsible for safeguarding have improved their understanding of the importance of keeping apprentices safe. They have put in place policies that help to keep apprentices safe. Leaders now have appropriate procedures in place to report, record and monitor safeguarding and welfare concerns.

Leaders have ensured that apprentices have had training on how to keep themselves safe. Apprentices are now aware of what they should do if they encounter issues at work. For example, those working in a care setting are aware of the steps to take if a service user is verbally abusive towards them. Apprentices feel safe and know who to contact if they have a concern. Leaders have also ensured that apprentices' employers are aware of safeguarding.

Leaders continue to raise apprentices' awareness of some of the risks which their apprentices may face in their local communities. For example, they take appropriate steps to educate apprentices about the risks of female genital mutilation.

Leaders and managers have improved their record keeping relating to staff. They have individual staff files that contain information such as staff's qualifications, disclosure and barring service checks, copies of passports and evidence of the right to work in this country. This information is also contained in the provider's centralised register. However, leaders and managers do not record when staff training on the 'Prevent' duty or safeguarding needs to be updated. As a result, leaders and managers do not have an overview of whether staff are maintaining the requirements necessary to work at the provider, as set out in their safeguarding policy.

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