

# The Hair Academy Limited

Monitoring visit report

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<b>Unique reference number:</b>	2626887
<b>Name of lead inspector:</b>	Peter Cox, Her Majesty's Inspector
<b>Inspection date(s):</b>	17 November 2021
<b>Type of provider:</b>	Independent learning provider
<b>Address:</b>	1 Wellington Road Portslade Brighton BN41 1DN

## Monitoring visit: main findings

### Context and focus of visit

The Hair Academy Limited is a private training provider based in Brighton. The provider has had a contract to run apprenticeships since 2020. In July 2021, inspectors judged the provider to be making insufficient progress in respect to meeting the requirements of successful apprenticeships, providing high-quality training, and safeguarding.

This was an announced safeguarding inspection, following concerns identified during the new provider monitoring visit of the provider. The purpose of the visit was to assess whether safeguarding arrangements at the provider are effective.

At the time of the visit there were 39 apprentices on standards-based level 2 hairdressing apprenticeships. Of these, 16 apprentices were aged 16 to 18 years old. There were no apprentices with high needs.

The impact of COVID-19 has been taken into account in the findings and progress judgement below.

### Theme

**How much progress have leaders and managers made in ensuring that they comply with the relevant safeguarding requirements so that all apprentices are kept safe?**      **Reasonable progress**

Safeguarding is now effective.

Apprentices feel safe in their training and employment. They know who to make a disclosure to and are confident that staff will handle their concerns appropriately.

The designated safeguarding lead (DSL) and deputies are sufficiently well trained for their roles. The DSL checks that staff are safe to work with apprentices. The DSL has suitable processes in place to identify and monitor safeguarding incidents. Where an issue may occur, the DSL intervenes in an appropriate and timely manner.

Staff help apprentices to understand how to keep safe, including online. For example, staff teach apprentices about e-safety, such as privacy settings and guidance on safe testing. Many apprentices have made positive changes to how they use social media as a result. Staff check carefully that apprentices understand safeguarding topics. Staff monitor apprentices' well-being and safety regularly. They provide apprentices with useful mental health resources.

Staff teach apprentices about how to respond, should a client make a safeguarding disclosure to them. For example, staff teach apprentices about the national 'Ask for Angela' campaign. They teach about non-verbal gestures, which domestic abuse victims can use to make disclosures. Consequently, most apprentices can confidently identify and report a concern about a client.

The safeguarding team has secure processes in place to check that apprentices are safe in the workplace. The DSL ensures that employer staff are safe to work with apprentices. Staff teach employers how to make a disclosure if necessary.

The DSL does not ensure that all safeguarding policies are in line with most recent legislation. The safeguarding team acknowledge that they do not engage with wider safeguarding organisations and are not sufficiently aware of local and regional threats. Consequently, apprentices do not know how to keep safe from these potential risks.

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