

# Inspection of Meat East Anglia Trades (Ipswich) Limited

Inspection dates: 8 to 11 February 2022

<b>Overall effectiveness</b>	<b>Good</b>
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The quality of education	<b>Good</b>
Behaviour and attitudes	<b>Good</b>
Personal development	<b>Good</b>
Leadership and management	<b>Good</b>
Apprenticeships	<b>Good</b>
Overall effectiveness at previous inspection	Satisfactory

## Information about this provider

Meat East Anglia Trades (Ipswich) Limited (MEAT) is a private training provider that works with around 200 small and medium-size butcher retailers nationally. Most retailers are in London, the South East and the East of England. MEAT specialise in butcher apprenticeships, with 195 apprentices on the level 2 standards-based apprenticeship and a further six on the level 3 standard. Just over half of apprentices are adults, with the remainder 18 years and under. Four apprentices have high needs. MEAT does not have any subcontractors. MEAT was awarded 'best meat training provider' by the Institute of Meat and the Worshipful Company of Butchers in 2021. MEAT was also awarded 'training scheme of the year' by Meat Management in 2021.

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

Apprentices quickly develop substantial new knowledge and skills, which they successfully apply at work. Level 2 apprentices develop effective knife skills that enable them to competently cut half-pig and whole-lamb carcasses into primal joints, which are then turned into saleable products. Level 3 apprentices build on the practical skills they acquire at level 2. Apprentices competently breakdown costs of ingredients to evaluate the profit margins of value-added products.

Apprentices show immense pride in their work. They appreciate the butchery skills and professional attitudes they learn and develop. They accurately discuss products with customers, advise on the best cuts of meat and provide cooking and serving suggestions.

Apprentices, from an early stage in their training programme, understand and demonstrate the professional behaviours expected of them. Apprentices arrive for work early to prepare for the working day. They expect to spend time at the end of their shift cleaning the workplace thoroughly.

Apprentices are well supported by capable and highly experienced trainers with a wealth of butchery expertise. Apprentices and their employers value this support.

Apprentices are confident and ambitious for what they can achieve. They are highly motivated to succeed and to make substantial contributions to the workplace.

While apprentices are well supported in the development of their butchery skills, apprentices who need to improve their English grammar and writing skills do not receive the consistent, effective support they need, and some make the same spelling errors over time.

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

Leaders and trainers work collaboratively with employers to develop a skilled and professional workforce for the meat industry. Leaders focus effectively on delivering a curriculum that provides an equal balance of meeting employers' business needs and responding to apprentices' interests. Leaders ensure that trainers support apprentices, including those learners with learning difficulties/special educational needs so that they make good progress at work and in their training.

Trainers use their extensive industry experience well to ensure that apprentices contribute to their employers' business. Trainers consider the seasonal tastes of the customer so that apprentices learn to work with mince burgers and kebabs in the summer and lamb in the spring. As a result, apprentices who complete their apprenticeship move successfully into the sector and secure full-time employment.

Apprentices who stay in their training, including those who start from a background of low academic attainment, make good progress because of the high ambitions,

care and support of their staff and employers. All apprentices who complete their training pass their final assessments. However, too many adult apprentices lack the required commitment to their studies and leave their programmes early.

Apprentices develop good knowledge and skills linked to the meat industry. Level 3 apprentices develop effective interpersonal and management skills enabling them to delegate work to subordinates in the shop. Level 2 apprentices know the meaning of tattoos and tags on carcasses. They understand the importance of provenance marks to know where an animal has come from. Apprentices learn about the history and development of the meat industry and how regulations have improved the quality of meat produced. This helps apprentices quickly become skilled and invaluable team members.

Trainers expertly and routinely revisit topics to help apprentices develop their knowledge and skills. They introduce simple concepts, and check apprentices' learning, before moving on to more complex topics. This enables apprentices to quickly understand and remember theoretical concepts that they apply at work. Trainers explain how to use different knives and sharpening tools to best effect. Apprentices develop their practical skills over time by commencing jointing on chickens, progressing to pork, then to lamb and beef. As a result, apprentices develop confidence and skill in handling and cutting different meats.

Trainers provide effective feedback to apprentices. Verbal guidance is positive, precise and developmental. This helps apprentices develop the knowledge and skills they need to carry out their jobs effectively and to be successful in their final assessments.

Apprentices benefit from regular contact, support and guidance from the pastoral team. Apprentices value the caring approach of staff that helps them stay focused and ensures that they complete their work on time.

Apprentices have a well-developed understanding of fundamental British values and know how to apply them in their work. Apprentices demonstrate their respect for all customers by advising them on the different meal options that are popular within different cultures. They show their integrity by ensuring all ingredients are recorded on prepared food labels in accordance with 'Natasha's law'.

Managers do not ensure that apprentices have access to independent careers guidance. As a result, apprentices are not able to explore fully the breadth of career options available to them. However, apprentices benefit from comprehensive guidance relating to careers in the meat industry and they highly value the advice they receive. They know how to progress onto higher qualifications, consider the many roles available in the meat sector or move into their own business

Leaders ensure that apprentices achieve the required levels of English and mathematics needed to undertake final assessments for their apprenticeship standard. Those studying English achieve good results at their first examination, but

mathematics teaching does not ensure that enough apprentices pass their mathematics qualifications quickly, and around half fail at their first attempt.

Governance is effective. Governors have a range of expertise, particularly in safeguarding, that they use to ensure that the provider meets its statutory responsibilities. The chair of governors is well qualified and effective in their role. Systems, including individual training plans, have been implemented to support governors to understand and carry out their roles with increasing impact. However, governors do not use the information they have to set challenging targets for senior leaders.

## **Safeguarding**

The arrangements for safeguarding are effective.

Apprentices work safely. They feel safe at work and the provider, and they understand how to keep themselves safe online.

Apprentices know who to talk to about any safeguarding concerns. They understand the importance of safe working practices, including what safety precautions to observe if they are working alone.

Apprentices are fully aware of the need to wear personal protective equipment and to take good care of the knives and tools of their trade. Apprentices take great care to wear chainmail aprons and gauntlets when using a knife. They appreciate the importance of keeping a knife sharp and making sure it is located safely on a block or holder when not in use.

Apprentices have a basic understanding of the risks associated with radicalisation and extremism.

## **What does the provider need to do to improve?**

- Leaders and managers should ensure that mathematics teaching enables apprentices to quickly pass their required mathematics qualifications and that trainers enable apprentices to develop the English skills they need for their career development.
- Leaders and managers should ensure that apprentices receive impartial careers advice that helps them to consider their options about future careers beyond the meat industry.

## **Provider details**

<b>Unique reference number</b>	53290
<b>Address</b>	203 Rosehill Ipswich IP3 8HF
<b>Contact number</b>	01473 270757
<b>Website</b>	<a href="http://www.meatipswich.co.uk">www.meatipswich.co.uk</a>
<b>Principal/CEO</b>	Jane Dale
<b>Provider type</b>	Independent learning provider
<b>Date of previous inspection</b>	August 2010
<b>Main subcontractors</b>	None

## Information about this inspection

The inspection team was assisted by the director as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. 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 visiting learning sessions, scrutinising learners' work, seeking the views of learners, staff and other stakeholders, and examining the provider's documentation and records.

## Inspection team

Philip Elliott, lead inspector	Ofsted Inspector
Sambit Sen	Her Majesty's Inspector
Caroline Williams	Ofsted Inspector
Martin Hughes	Ofsted Inspector

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