

Avant Partnership Limited

Reinspection monitoring visit report

Unique reference number:	58550
Name of lead inspector:	Karen Anderson, His Majesty's Inspector
Inspection dates:	17 and 18 April 2023
Type of provider:	Independent learning provider
Address:	Pearl Assurance House George Street Grimsby DN31 1HB

Monitoring visit: main findings

Context and focus of visit

This is the first reinspection monitoring visit to Avant Partnership Limited following publication of the inspection report on 25 November 2022 which found the provider to be inadequate overall.

Themes

How much progress have leaders made in ensuring that effective safeguarding arrangements are in place across all sites?

Reasonable progress

Since the last inspection, leaders at Avant Partnership Limited and the subcontractor, Orchard Training and Education Limited, have successfully implemented a wide range of improvements to ensure that the arrangements for safeguarding are now effective.

Leaders have appointed a safeguarding team to work across the two training centres. This is led by a full-time, dedicated designated safeguarding lead (DSL), who works with six deputy DSLs who are all experienced and well trained. This team works seamlessly across the two organisations, communicating well and using consistent processes for reporting and dealing with safeguarding concerns.

Safeguarding is now a priority. Leaders have established a culture of safeguarding, which is woven through all parts of the two organisations. They have introduced a mantra of 'if in doubt, speak out', and tutors and staff are more willing to report concerns, which are then dealt with appropriately by the safeguarding team. Leaders have also added an extra layer of checking to minimise the risk of safeguarding concerns being missed.

The safeguarding team responds to concerns swiftly, involving external agencies where relevant. Leaders have introduced a new safeguarding information system, which has improved the accuracy of recording concerns and actions. They have recently started to use the information that they gather for analysis and reflection in order to make further improvements.

Learners and apprentices feel well supported at both the provider's and subcontractor's training centres. They can readily name a range of staff they would go to if they had a problem, such as their tutors, the DSL and deputy DSLs. They trust their tutors and wider staff teams and are confident that any concerns would be taken seriously and dealt with quickly.

Learners and apprentices demonstrate a sound understanding of risks, including staying safe online, health and safety, and the threat of radicalisation. They

understand the risks in their local areas, such as knife crime and county lines drug issues. As a result of their training, learners and apprentices are more aware of potential risks and say they make safer choices in their work and lives.

How much progress have leaders made in improving how they monitor and ensure the quality of the provision at the subcontractor? **Reasonable progress**

Leaders at the provider and the subcontractor responded swiftly to the feedback from the last inspection. Leaders at the provider have increased their focus on quality while continuing to monitor compliance, and as a result, they can more securely assure themselves of the quality of the subcontracted provision.

Leaders in both organisations work collaboratively in their aim to provide high-quality training for their learners and apprentices. They share ideas and good practice, communicate well and work collaboratively as a partnership.

Leaders at the provider have implemented an annual quality cycle at the subcontractor, which reflects their own effective model. They carry out lesson visits and quality reviews, providing helpful feedback which leads to targeted professional development. They are in the early stages of evaluating the success of the improvements that they have made and identifying further areas for development.

Leaders at the provider, including a new head of compliance and quality, visit the subcontractor frequently. They work with subcontractor staff to provide support and challenge, which subcontractor staff welcome in their aim to continue to improve the quality of their provision. Provider staff have recently given training to subcontractor staff on behaviour management and attention deficit hyperactivity disorder awareness which has enhanced tutors' teaching skills and confidence.

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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