

Plums Ltd

Monitoring visit report

Unique reference number:	2701040
Name of lead inspector:	Ann Potterton, His Majesty's Inspector
Inspection date:	Wednesday 19 July 2023
Type of provider:	Independent learning provider
Address:	Masterclass Academy Unit 8 First Floor Dukes Walk Waterlooville Hampshire PO7 7HS

Monitoring visit: main findings

Context and focus of visit

Ofsted undertakes to carry out monitoring visits to all newly directly funded providers of apprenticeship training provision funded 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.

Plums Ltd is an independent learning provider based in Waterlooville, Hampshire. Having formerly acted as a subcontractor for another apprenticeship provider, Plums Ltd successfully registered to provide standards-based apprenticeships in early 2022. At the time of the monitoring visit, there were 23 hairdressing apprentices. Of these, 13 apprentices were studying the level 2 hairdressing professional standard and 10 apprentices were studying the level 3 advanced and creative hair standard. Ten apprentices were under 19 years old. Plums Limited does not work with any subcontractors.

Theme

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

Leaders now use appropriate safeguarding policies and procedures to help keep apprentices safe. They use suitable methods to record and monitor safeguarding issues when they occur. When appropriate, leaders work with local safeguarding agencies effectively to support vulnerable apprentices.

Leaders ensure that the organisation meets the requirements of the 'Prevent' duty. They work successfully with regional agencies to develop and use suitable assessments to identify and mitigate potential safeguarding risks.

Leaders now complete appropriate checks to ensure that staff are safe to work with apprentices. For the very small number of staff who are currently awaiting their Disclosure and Barring Service checks, leaders have put in place suitable processes to ensure they are supervised when working with apprentices. Leaders ensure that staff understand their roles and responsibilities in safeguarding well. They support staff to complete additional qualifications such as mental health first aid, which contributes to keeping apprentices safe and well.

Staff teach apprentices how to keep themselves safe at work and online. For example, they teach them about the dangers of radicalisation and extremism. They help apprentices to keep safe when online. Staff teach apprentices about the dangers of lone working and how to respond to client disclosures properly. Consequently, apprentices have a secure understanding of how to keep themselves and others safe.

Apprentices feel safe and value the close support they receive from staff. They are confident that staff will deal with any issues appropriately and effectively.

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