

Inspection of Collinge & Co Training Limited

Inspection dates: 11 to 14 June 2024

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Apprenticeships

Outstanding

Overall effectiveness at previous inspection Good

Information about this provider

Collinge & Co Training Limited (CCT), formerly trading as Andrew Collinge Training Limited, is an independent learning provider training apprentices in the hairdressing sector. CCT has provided intermediate and advanced hairdressing apprenticeships for over 38 years. Apprentices are employed in 66 salons across Liverpool, Wirral, Chester, south-west Lancashire and Manchester, with around one fifth of apprentices based in Collinge & Co salons.

At the time of the inspection, CCT had 106 apprentices studying standards-based apprenticeships, most apprentices are aged 16 to 18. Three quarters of apprentices study either level 2 hair professional or hairdressing professional apprenticeships. The remainder follow the advanced and creative hair professional apprenticeship at level 3.

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

Apprentices thoroughly enjoy the amazing experience that they have while training at CCT. They thrive in the warm, inclusive and welcoming environment that leaders and tutors create. Apprentices appreciate the extensive support that their tutors provide. They are punctual and have high attendance.

Apprentices are highly committed to their studies. They make considerable progress and swiftly develop substantial new knowledge, skills and behaviours. Apprentices know what they are good at and what they need to practise more. They mix colours independently. Apprentices apply creative colouring techniques such as balayage and root melt confidently. They are extremely proud of the progress that they make.

Apprentices benefit from a broad range of careers guidance, including external independent specialist advice. They attend guest speaker sessions from former apprentices, product specialists, and hairdressing experts. Apprentices know the steps that they need to take to work on cruise ships or become a teacher. On completion of their apprenticeship, almost all apprentices progress into full-time employment in hairdressing. They gain promotions and additional responsibilities at work.

Apprentices feel safe and are safe at work and in the training centre. They are aware of risks such as knife crime that they may encounter locally. Apprentices understand what constitutes healthy relationships. They are very clear about the signs of unhealthy or coercive relationships.

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

Leadership and management are excellent. Leaders and board members are extremely aspirational for their apprentices and staff. They are determined that apprentices receive an outstanding education through a highly ambitious curriculum. Apprentices develop their skills beyond the requirements of the apprenticeship standard. They demonstrate high-quality hairdressing practices, including creative dressing and styling.

Leaders have thoughtfully selected and tailored curriculums that meet the needs of hairdressing employers, and the priorities of the Liverpool City Region. Staff work closely with employers to plan high-quality programmes that coordinate apprentices' on- and off-the-job training very effectively. Employers appreciate greatly the knowledge and skills that apprentices bring to the salon, such as styling clients' hair into Hollywood waves.

Tutors teach their subject to a very high standard. They are highly skilled hairdressers. Tutors remain current by working in salons. They attend training such as advanced hair colouring techniques. Tutors enhance and improve their teaching practice through bespoke training sessions, including the effective use of

demonstration and modelling. Apprentices achieve their full potential because of the expertise and experience of their tutors.

Curriculum leaders and tutors plan and teach the curriculum in a well-considered, logical order. Tutors structure activities very effectively so that apprentices apply their skills to increasingly more complex tasks. Level 2 apprentices practise, refine and perfect their sectioning technique and dexterity while performing basic blow dries. They go on to apply their skills to more difficult tasks such as creative blow dries and complex foil work.

Tutors check what apprentices know and can do consistently in lessons. They take time to correct misconceptions and challenge apprentices to deepen their understanding and fluency. Tutors skilfully question level 3 apprentices to recall and apply their knowledge of advanced corrective techniques to remedy colour banding. Apprentices develop their expertise and confidence when using different products and techniques.

Tutors provide effective feedback to almost all apprentices that helps them to improve. In practical sessions, apprentices develop their expertise rapidly because of the guidance that their tutors provide. They refine their speaking and listening skills when conducting consultations with clients. In theory lessons, level 2 apprentices improve their understanding of the angles required to create different haircuts. A very few apprentices do not improve their spelling, punctuation and grammar because tutors do not provide them with enough useful feedback. Leaders have plans in place to rectify this.

Apprentices are very well prepared for their final assessments. They benefit from extensive support and planning from their tutors and employers. Apprentices know the grade that they are working towards and what they need to do to achieve it. Most apprentices achieve their apprenticeship.

Apprentices enjoy a personal development curriculum that includes an extensive range of experiences that develop their character. They take part in fundraising events for a local women's refuge, and a national breast cancer charity. Apprentices compete against their peers in an inter-salon competition. They take part in national colour competitions. Level 3 apprentices plan, execute and direct a photoshoot that showcases their hair designs. Apprentices visit the Liverpool Museum and Maritime Museum. They expand their horizons and develop confidence, resilience, self-esteem and independence through participation in these activities.

Leaders have in place a rigorous and comprehensive approach to quality assurance and improvement. They take effective action to improve weaknesses, for example, in staff performance and the content of the curriculum. Leaders routinely evaluate the quality of the training that employers provide to apprentices. Where necessary, they support employers to improve their working practices. Apprentices benefit from training at work that is of the highest possible quality.

Members of the training board, who are responsible for governance, know the provider very well. They have extensive knowledge of education, apprenticeships and the hairdressing sector. Leaders provide detailed reports to board members about aspects such as the progress that apprentices are making, and the effectiveness of the curriculums. Board members effectively hold leaders to account for the quality of education. They provide high levels of scrutiny and challenge to leaders.

Safeguarding

The arrangements for safeguarding are effective.

Provider details

Unique reference number	50411
Address	43 Castle Street Liverpool L2 9SH
Contact number	0151 227 2366
Website	www.collingeandco.com
Managing director	Charlie Collinge
Provider type	Independent learning provider
Date of previous inspection	20 to 23 June 2017
Main subcontractors	None

Information about this inspection

The inspection team was assisted by the apprenticeship 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

Alison Cameron Brandwood, lead inspector	His Majesty's Inspector
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Jackie Moores	Ofsted Inspector
David Towsey	His Majesty's Inspector

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