

# Develop-U

Monitoring visit report

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**Unique reference number:** 58242

**Name of lead inspector:** Malcolm Fraser HMI

**Inspection date:** 8 January 2019

**Type of provider:** Independent learning provider

**Address:** Fusion at Magna  
Magna Way  
Rotherham  
S60 1FE

## Monitoring visit: main findings

### Context and focus of visit

Inspectors carried out a one-day visit to the provider because, at its monitoring visit as a new provider, which took place on 19 and 20 September 2018, it was judged to be making insufficient progress against the theme: What progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place? During this visit, inspectors considered the actions taken by leaders and managers to improve the implementation and impact of safeguarding procedures. Inspectors met with leaders, managers and staff, reviewed documentation and training materials relating to safeguarding and spoke with apprentices.

### Themes

**How much progress have leaders and managers made in establishing a culture of safeguarding within the provider and in ensuring that effective arrangements are in place to safeguard apprentices?**      **Reasonable progress**

Following the monitoring visit in September 2018, leaders and managers reviewed thoroughly their policies and processes to safeguard apprentices. They made changes to ensure that these are fit for purpose. Leaders and managers provided clarification for staff about their responsibility to promote safeguarding with apprentices. They also reinforced their expectation that staff must comply with their safeguarding procedures and expectations.

The designated safeguarding lead (DSL) has improved the safeguarding records he keeps. This includes records of the mandatory safeguarding training that staff should complete along with the dates when they should update their training. The DSL also keeps up-to-date records showing that all staff have appropriate checks to confirm their suitability to work in a training role with adults. All staff have completed the required 'Prevent' duty training. In addition, the DSL has identified additional 'Prevent' duty training that all staff should undertake.

Leaders and managers have strengthened the arrangements for reporting safeguarding and welfare concerns. Inspectors judged these to be ineffective at the previous visit. Staff now have a good understanding about their responsibility to report any concerns they identify. They know the process they must follow when needed. The DSL keeps a record of actions taken and their outcomes, including any referrals to specialist support agencies.

Leaders and managers carry out thorough health, safety and welfare checks of workplaces to ensure that they are safe and appropriate environments in which apprentices work and learn. However, they do not consider sufficiently the safeguarding risks that apprentices may experience outside their workplaces, in the areas in which they live and work.

Although leaders and managers have improved their records of the completion of mandatory safeguarding training by staff, the records they keep about the completion of additional safeguarding training activities lack sufficient detail. As a result, managers cannot quickly identify members of staff who have not received the same levels of safeguarding training as their colleagues.

**How much progress have leaders and managers made in ensuring that apprentices have a good awareness of how to keep themselves safe, including in relation to the dangers of radicalisation and extremism? Reasonable progress**

Leaders and managers ensured that tutors acted swiftly, following the previous monitoring visit, to evaluate apprentices' awareness of safeguarding and to take appropriate action to increase this. Apprentices now benefit from a range of activities to enhance their awareness of safeguarding, including workshops and peer-led activities. Progress reviews have a stronger focus on reviewing apprentices' awareness of safeguarding. Because of these improvements, most apprentices have a reasonable understanding of how to keep themselves safe from a wide range of risks, including radicalisation and extremism, and risks when using the internet and social media.

Leaders and managers have recently developed a range of additional safeguarding training materials for tutors to use in training activities with apprentices. Training for tutors in the use of these materials is scheduled to take place in the coming weeks.

A minority of apprentices do not understand well enough what to do if they need to raise or disclose a safeguarding concern about themselves or others. These apprentices are unaware of the process which is set out in Develop-U's apprentice handbook. In a small minority of cases, apprentices have an inaccurate understanding of what to do if they have concerns about another's safety.

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