

# Medivet

Monitoring visit report

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**Unique reference number:** 10118716

**Name of lead inspector:** Jules Steele, Her Majesty's Inspector

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**Type of provider:** Employer provider

**Address:** Unit 4  
Mowat Industrial Estate  
Sandown Road  
Watford  
WD24 7UY



## Monitoring visit: main findings

### Context and focus of visit

From October 2018, Ofsted undertook to carry out monitoring visits to all newly directly funded providers of apprenticeship training provision which began to be funded from April 2017 or after by ESFA and/or the apprenticeship levy. This follow-up safeguarding monitoring visit was carried out consequent to the provider being found to be making insufficient progress with respect to safeguarding at their previous monitoring visit. The visit followed the arrangements outlined in the further education and skills inspection handbook and focused solely on the safeguarding theme below.

Medivet received a direct contract to be an employer provider for apprenticeships in June 2017. The employer has 300 clinical practices based across England, 124 of these are training practices. At the time of inspection, Medivet had 133 apprentices funded through the employer levy. Most apprentices are based in the Eastern Region. All apprentices are adults on level 3 apprenticeship frameworks in veterinary nursing.

### Themes

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

Senior leaders responded swiftly to the findings of the previous monitoring visit regarding unacceptable health and safety procedures. Leaders and managers have reviewed and enhanced the existing policies and procedures and ensured that all staff are trained and can demonstrate their competence. Management oversight is now in place and ensures that staff comply with the arrangements fully.

Workplace health and safety assessment plans are appropriate. Plans define potential hazards clearly and explain how to minimise risks, for example the wearing and use of latex gloves and other appropriate personal protective equipment (PPE). Apprentices have a good understanding of safe working practices in clinics, at college and when working alone in their various veterinary practices. Apprentices use PPE effectively and know how and why to do so.

Despite making necessary health and safety improvements, leaders and managers have yet to ensure that apprentices have an adequate understanding of the potential dangers posed by those who hold radical and/or extreme ideological views.

Apprentices do not have enough knowledge about how to protect themselves from potential harm, or how the extreme views of others may relate to their clinical practice. For example, too few apprentices understand the associated risk to them of working in a practice that treats animals kept in a laboratory or a zoo. Apprentices have a limited awareness of wider safeguarding threats, such as those posed by gangs and from trafficking drugs.

Managers have identified additional training for teaching staff and apprentices to ensure that they have a comprehensive understanding of the dangers of radicalisation and extremism. To date, too few apprentices have completed the additional training, and managers have been slow to make this training available. The revised apprentice review questions have not been used by trainers and the questions do not relate radicalisation and extremism sufficiently to an apprentice's clinical practice.

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