

Scottish Association of Master Bakers

Monitoring visit report

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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 monitoring visit was undertaken as part of those arrangements and as outlined in the *Further education and skills inspection handbook*, especially the sections entitled 'Providers newly directly funded to deliver apprenticeship training provision' and 'Monitoring visits'. The focus of these visits is on the themes set out below.

Scottish Association of Master Bakers (SAMB) was formed in 1891. It provides technical support and training to the baking industry across Scotland, Northern Ireland and England. It began to offer employer- and levy-funded apprenticeships in August 2018. SAMB currently has 21 apprentices located in England. Around a quarter follow programmes in bakery and food and drinks operations at level 2, with the remainder on management programmes at level 3. All apprentices are working towards the completion of standards-based apprenticeships and almost all are over 19 years of age. SAMB delivers all apprenticeship provision in the workplace.

Themes

How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision?

Reasonable progress

Leaders and managers use their specialist bakery knowledge effectively to ensure that programmes meet the requirements and principles of an apprenticeship. They work with employers to plan apprenticeship programmes and ensure that employers understand fully the on- and off-the-job training requirements of an apprenticeship. Consequently, apprentices gain extensive new knowledge, skills and behaviours as part of their job role and training, which are highly relevant to the baking industry.

Managers work effectively with employers to match apprentices to job roles. Employers value highly the apprenticeships that SAMB offers. Employers recruit apprentices with integrity and with a view to their future promotion and job sustainability. Training advisers work cooperatively with employers to enable apprentices to gain the knowledge, skills and behaviours that they need in their job role.

Managers have a good overview of the progress that apprentices make. They intervene swiftly if the need arises.

Managers ensure that training advisers have the specialist skills and knowledge in bakery that they require to support apprentices to make good progress. Training

advisers are appropriately qualified and have vast experience of the bakery trade. Employers value the expertise that the training advisers use to develop the skills of their apprentices, together with information about the science behind the craft of baking.

Managers have a good understanding of the quality of their provision. They hold training advisers to account well and monitor effectively the performance of apprentices. They have identified accurately the areas of the provision that they need to improve. These include improving apprentices' understanding of the risks from extremist groups and the dangers associated with radicalisation, and ensuring that training advisers provide better support to help apprentices improve the standard of their written English.

What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to positive outcomes for apprentices? Reasonable progress

Managers and training advisers ensure that employers provide meaningful opportunities for apprentices to gain the knowledge, skills and behaviours required in their job role in busy bakeries. Apprentices make valuable contributions to employers' businesses and gain swiftly the specialisms they require in the bakery sector.

Training advisers determine apprentices' starting points and prior knowledge accurately. They use this information well to plan programmes with employers that enable apprentices to be successful. Training advisers work effectively with apprentices to prepare them for their end-point assessment and to help them complete their qualifications.

Almost all apprentices make the progress expected of them. Training advisers provide high-quality teaching and one-to-one sessions for apprentices. These focus appropriately on the science and craft of high-quality baking techniques and system fault-finding. Apprentices gain a thorough understanding of all aspects of the baking sector and develop their skills to work in the industry. For example, they improve and apply their knowledge about accuracy of recipes and maintaining and checking the serviceability of equipment used in the sector.

Training advisers accurately monitor and review the progress that apprentices make. In conjunction with employers, training advisers provide good support to apprentices. They mark apprentices' work quickly and give useful feedback.

Apprentices benefit from effective career advice and guidance. Employers work well with training advisers to ensure that apprentices access higher-level qualifications, internal promotions and progression opportunities in the bakery sector.

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

Senior leaders and managers ensure that safeguarding arrangements are effective. Staff training is appropriate. Leaders implement safe recruitment practices. They check current staff periodically for their suitability to work with children and vulnerable adults.

Apprentices are safe and feel safe in their workplace. Training advisers promote and check regularly on apprentices' adherence to effective workplace health and safety practices. They also check rigorously their health and well-being when they visit them at work.

Apprentices receive appropriate information about how to report any concerns and to whom they should report them. However, many apprentices could not recall the name of the designated safeguarding officer.

During apprentices' induction, leaders and managers provide useful information for apprentices about the dangers associated with radicalisation and extremist groups. However, training advisers do not reinforce this information systematically. Consequently, apprentices are unable to recall how these issues might affect them.

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