

Inspection of Construction and Plant Assessments Ltd

Inspection dates:

14 to 16 June 2022

Overall effectiveness

Good

The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Apprenticeships	Good
Overall effectiveness at previous inspection	Not previously inspected

Information about this provider

Construction and Plant Assessments Limited (CPA) is a training provider based near Doncaster. CPA delivers specialist training for the flooring and construction sectors. It has delivered apprenticeships as a subcontractor since 2014 and began directly delivering levy-funded apprenticeships in 2017.

At the time of the inspection, CPA had 167 apprentices through its levy-based funding contract. Apprentices undertake level 2 standards-based apprenticeships in flooring, groundworks, highways and plant operatives. The largest number of apprentices work in the highways and flooring industries. Just over half of the apprentices were 16 to 18 years of age.

At the time of the inspection, CPA had no subcontracted provision.

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

Apprentices benefit from a calm and professional learning environment that enables them to settle into their training and concentrate well on developing their knowledge and skills. They speak positively about the environment at CPA and the professional and respectful atmosphere created by staff.

Apprentices develop good workplace skills and behaviours, including communicating effectively, team working and demonstrating respect for customers and colleagues. They have high attendance at work and at their off-the-job training, and take responsibility for their timekeeping.

Apprentices have a positive attitude to their learning and enjoy attending training in the centre. They value the high-quality training that they receive from their expert tutors who have significant industry experience in floor laying, groundworks, highways maintenance and plant operations. Apprentices benefit from the very high-quality specialist facilities that replicate on-site working environments and enable them to gain essential practical skills and complete timely end-point assessments (EPAs).

Apprentices feel safe and know who to contact if they have any safeguarding concerns. They have a good understanding of health and safety at work and know about local risks, including knife crime, modern slavery and county lines. If they have concerns, apprentices know to approach the designated safeguarding lead, or other members of staff, and to use the emergency contact details if they are not on site or if it is out-of-office hours.

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

Leaders and managers have developed an ambitious curriculum to meet the needs in specialist construction sectors, including groundworks, highways, flooring and plant operatives. They have a clear intent to provide apprenticeships, locally and nationally, that enable apprentices to develop the knowledge, skills and behaviours that they need to be successful in work and to address skills gaps created by an ageing workforce.

Leaders and managers have developed strong partnerships with employers. They work expertly with employers to design and implement a tailored curriculum, which extends beyond the apprenticeship standards. For example, employers identify relevant additional qualifications that apprentices complete to ensure they are being prepared well for their employed roles. These include qualifications such as manual handling, silica dust and asbestos awareness, using abrasive wheels, and new roads and street works. CPA is an accredited Construction Certification Card Scheme test centre, providing a valuable benefit to apprentices and employers.

Tutors plan and sequence the curriculum effectively. From the outset of the programme, they enable apprentices to develop the essential health and safety knowledge and skills that they need to work in a high-risk environment. Tutors continue to develop apprentices' knowledge, skills and behaviours throughout their programme, with constant reinforcement and more-complex scenarios for apprentices to work through. In highways maintenance, apprentices learn about completing risk assessments, the control of substances hazardous to health, personal protective equipment, site protection and the use of hand tools. They then

learn about cable avoidance, using specialist technology for cable detection to identify any cables, wiring and pipe works before completing excavation work.

Apprentices develop the mathematics skills that they need for their job roles effectively. They confidently use calculations of volume and area when working out materials needed for tasks such as laying concrete, block paving and car-braking distance when setting up safe site zones. Apprentices become confident in calculating quantities, geometric design and complex measuring of flooring materials.

Tutors do not provide effective enough support for apprentices to develop the writing skills that they need to progress further in their careers. A high proportion of apprentices develop their English skills and pass functional skills examinations at level 1 in English and mathematics. However, too few apprentices pass at level 2, particularly in English.

Tutors use assessment well to plan learning, review apprentices' progress and plan ongoing learning. They provide apprentices with clear areas to work on during progress reviews when apprentices are in the training centre. They check progress regularly during practical training, correcting errors and repeating demonstrations. Tutors support apprentices well to prepare for their EPAs. Most apprentices pass their EPA first time and many gain distinctions.

Staff promote and encourage the participation of apprentices in community projects that develop their talents and interests, and enable them to contribute actively and positively to their local communities. Apprentices often engage in projects, sports activities and other community events. Groundworker apprentices contributed to the construction of a memorial to recognise a local person who had served in the first world war.

Apprentices benefit from effective initial advice and guidance that ensures they have a good understanding of how they will be trained and assessed and their employers' expectations of them. Staff provide guidance and support on potential future careers on an informal basis. However, they do not provide careers advice and guidance effectively enough to ensure all apprentices are aware of the wide range of careers that exist in the civil engineering and construction industries and the pathways they can follow beyond their current employment.

Apprentices participate in frequent and effective discussions and tuition to develop their understanding of fundamental British values. Tutors encourage floorlaying apprentices, working in domestic settings, to consider how respect, tolerance, and ensuring the safety of others must be applied across a diverse-customer base. These discussions help apprentices to understand the importance of respect and tolerance in the context of their working environments.

Leaders and managers are committed to the continuous professional development of staff and are considerate of their well-being. They allow designated time for staff to undertake professional and industrial skills updating and development of their

teaching practice. Floorlaying tutors learn how to fit new flooring products and use the latest adhesives. As a result, apprentices benefit from learning about the latest products and gain new skills in their use and application.

Leaders and managers have a sound understanding of the quality of their provision and accurately identify areas where action is needed to make improvement. They recognised the need for external oversight and governance, and have recently appointed an experienced advisory board member who has quickly gained an understanding of the strengths and weaknesses of CPA and has begun to support and challenge leaders well.

Safeguarding

The arrangements for safeguarding are effective.

Leaders have taken the necessary steps to ensure a strong culture of safeguarding, where staff consistently act in the best interests of their apprentices and provide an environment where they feel valued, supported and safe.

Leaders and managers ensure that all staff are well trained in safeguarding and the 'Prevent' duty. They ensure that staff and apprentices understand and use procedures for recording and escalating safeguarding concerns. Leaders regularly review and evaluate previous and ongoing cases, taking swift action to remedy any areas of improvement identified.

Leaders and managers have developed a carefully considered approach to raising awareness of the risks of sexual harassment and violence. They are committed to ensuring that staff and apprentices understand the seriousness and impact of inappropriate behaviours and set this within the context of the construction industry.

What does the provider need to do to improve?

- Ensure that tutors provide apprentices with support to develop the writing skills that they need to progress further in their careers.
- Ensure that all apprentices receive sufficient careers information and guidance, beyond their current employment, so that they are aware of the opportunities available to them and the skills that they may need for their longer-term careers.

Provider details

Unique reference number	2494981
Address	Unit 5 Globe Court Coal Pit Road Denaby Lane Industrial Estate Denaby Main Doncaster South Yorkshire DN12 4LH
Contact number	01709 868181
Website	www.constructionandplantassessments.co.uk
Principal/CEO	Craig Wordsworth
Provider type	Independent learning provider
Date of previous inspection	Not previously inspected
Main subcontractors	None

Information about this inspection

The inspection team was assisted by the managing 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

Anne Tyrrell, lead inspector

Ofsted Inspector

Jonny Wright

Her Majesty's Inspector

David Sykes

Ofsted Inspector

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022