



Education and Training  
Inspectorate

The Academy Hair and Beauty  
Training School

Report of a Quality Improvement  
Planning Inspection in  
October 2018



The Education and Training Inspectorate  
Promoting Improvement

Providing inspection services for:

Department of Education  
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## **Introduction**

In October 2018, the Education and Training Inspectorate (ETI) carried out a quality improvement planning inspection of the Academy Hair and Beauty Training School (the Academy) to evaluate the effectiveness of the organisation's self-evaluation and quality improvement planning processes. In April 2018, the organisation merged its previous separate contracts (Jennymount Training Services and Belfast College of Education and Training Limited) for hair and beauty training and formed the Academy. At the last pre-merger inspections of the two organisations, in February 2015 and November 2015 respectively, they both demonstrated a high level of capacity to identify and bring about improvement.

## **Focus of the quality improvement planning inspection**

The quality improvement planning inspection focused on the following key areas which the organisation had prioritised for improvement through its self-evaluation and quality improvement planning processes:

- the enhancement of the curriculum to meet better the needs of the learners and industry; and
- the use of qualitative and quantitative data to identify and meet the needs of all of the learners, including those with social, emotional and behavioural difficulties.

The arrangements for safeguarding were also included.

## **Key findings**

The inspection identified the following key findings:

- The Academy keeps its curriculum under ongoing review and is highly responsive to both the changing needs of the learners and the hair and beauty industry; the curriculum offer is broad, balanced and very fit-for-purpose. In addition, the fusion of the Academy's vocational training with its work around care and welfare ensures that the learners engage in an extensive extra-curricular provision which meets to good effect their needs but also enhances significantly their employability. High levels of internal and external stakeholder engagement results in a responsive programme of continuous professional development for staff, which underpins the outstanding delivery of the range of curricular enhancements, initiatives and interventions from which all of the learners benefit.
- Very effective use is made of a wide range of qualitative and quantitative data to identify and address the needs of the learners. Data from effective initial assessment processes, including the early identification of learning support, care and welfare needs, is used well to tailor effective individual learner plans which are underpinned by holistic support to meet the diverse, and often complex, needs of the trainees and apprentices. The learner-centred approaches result in outstanding outcomes for the trainees and apprentices, with almost all of them remaining on their training programme, achieving their full framework and progressing positively to further education, training or employment.

## **Safeguarding**

Based on the evidence available at the time of the quality improvement planning inspection, the arrangements for safeguarding learners reflect the guidance issued by the Department for the Economy (Department).

## **Overall Outcome**

At the time of the quality improvement planning inspection visit, and in the areas evaluated, the Academy Hair and Beauty Training School continues to demonstrate a high level of capacity to identify and bring about improvement in the quality of the provision.

The outcome from this inspection will inform the next steps for the organisation with regard to the inspection cycle.

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