

SALISBURY CATHEDRAL SCHOOL

1 The Close, Salisbury, Wiltshire, SP1 2EQ

12 DECEMBER 2017

CHARACTERISTICS OF THE SCHOOL

Salisbury Cathedral School is an independent co-educational day and boarding school for pupils aged from 3 to 13 years. It traces its origins to 1091. The Cathedral Chapter is the governing body of the Cathedral, and has the ultimate responsibility for the appointment of the board of governors, who have oversight of the school. The school occupies one site, owned by the Cathedral, within the Cathedral Close. There are currently 194 pupils on roll, 30 of whom are boarders and 24 of whom are in the Early Years Foundation Stage (EYFS). The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 41, one of whom has a statement of special educational needs. They require support with dyslexia and other conditions. There are no pupils who have English as an additional language (EAL). The previous ISI Focused Compliance Inspection and Educational Quality Inspection took place on 27 to 29 June 2017.

PURPOSE OF THE VISIT

This was an announced progress monitoring visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the previous ISI Focused Compliance Inspection. The focus of the visit was on safeguarding; health and safety; fire safety; risk assessments; the suitability of staff, supply staff and proprietors; premises and accommodation; and the quality of leadership and management.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b) and 8 (a) and (b); NMS 11; EYFS 3.4 to 3.8]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]

The regulation, standard and requirements are met.

The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. It has regard to the most recent statutory guidance, *Keeping Children Safe in Education 2016 (KCSIE) (September 2016)*. The policy identifies a governor with responsibility for the oversight of safeguarding, and is further supported by suitable guidance covering the safe recruitment of staff, whistleblowing, a staff code of conduct and information on how pupils are educated about online safety.

The school implements the safeguarding policy effectively and in line with current statutory guidance. Safeguarding procedures are well managed and follow the local authority guidance, ensuring the welfare of both day and boarding pupils. Appropriate procedures are in place to support pupils in need. There are suitable arrangements for listening to pupils and child protection records are held securely with the required

confidentiality. The designated safeguarding lead (DSL) and deputy DSLs have recent safeguarding training, including inter-agency training, provided by the local authority.

All other staff receive regular and appropriate safeguarding training, which includes the dangers of extremism and radicalisation. They have a strong understanding of their responsibilities and are aware of how to refer concerns. They understand that anyone can make a referral to the children's services. New staff have undergone suitable induction training. All staff have received a copy of KCSIE Part 1, which includes Annex A. Staff report that they receive regular updates from the DSL and additional on-line training to confirm their understanding of procedures.

Staff understand proper procedures for reporting any allegations about staff that may come to their attention. Leaders understand the need to report any allegations against staff to the Disqualification and Barring Service (DBS) and/or National College for Teaching and Leadership (NCTL) when appropriate.

The safeguarding governor liaises with the DSL and reports back to board meetings. Governors formally review the school's policy and arrangements at least annually.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; NMS 6.1 and 6.2; EYFS 3.44 to 3.48, 3.50, 3.51, 3.54 and 3.56]

The regulation, standards and requirements are met.

The school meets all health and safety requirements and a systematic approach towards ensuring the health and safety of pupils is in place. The health and safety policy contains appropriate content and guidance and is supplemented by an appropriate written risk assessment policy. An operations manager oversees health and safety matters across the school and maintains an overview of all health and safety matters. Logs show systematic recording of all maintenance, testing and internal and external checks, and that portable electrical appliance and fixed wire testing, legionella and gas services checks are all up to date and in place. Staff receive appropriate and regular training in health and safety. The school checks and records that all minibus drivers hold the appropriate licences to drive the school minibuses, which are themselves maintained appropriately. No potential health and safety issues were identified during the tour of the school site.

Welfare, health and safety of pupils – Fire safety [ISSR Part 3, paragraph 12; NMS 7.1; EYFS 3.55]

The regulation, standard and requirement are met.

The school meets all fire safety requirements. It has ensured that a systematic approach towards ensuring fire safety of pupils. Staff receive appropriate training in fire safety, including during induction. A suitable fire risk assessment is in place, and an annual fire risk assessment is carried out by a certified fire safety provider. Fire equipment is tested by an external company regularly and fire alarms are tested weekly. Fire drills are carried out at least termly at different times of day (including during 'boarding time'). The school has carried out actions identified in the previous fire risk assessment, to ensure that the school meets the Regulatory Reform (Fire Safety) Order 2005.

Risk assessment [ISSR Part 3, paragraphs 16 (a) and (b), NMS 6.3 and EYFS 3.64 and 3.65]

The regulation, standard and requirements are met.

The school meets all risk assessment requirements. It has a systematic and thorough approach towards risk assessment. All staff receive appropriate training in risk assessment, and the school conducts risk assessments for all activities and areas of the environment, including boarding areas. External specialists carry out risk assessments for fire safety, gas safety, electrical safety, legionella and asbestos. The school has ensured that risk assessments are carried out in the EYFS to identify aspects of the environment which need to be checked on a regular basis, when and by whom these aspects will be checked and how the risk will be removed or minimised.

The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(b), (d) & (f), 18(3), 20(6)(a)(ii) to (b)(ii), 21(1), 21(3)(a)(iii), 21(6), 21(7)(a); NMS 14.1]

The regulations and standard are met.

The proprietors and leadership have ensured that required checks are carried out on all staff, including those in boarding, and governors, prior to appointment, in particular, Disclosure and Barring Service (DBS) checks. All checks are recorded as required on the SCR, in particular checks against the list of those prohibited from management. The register and individual staff files are organised systematically and clearly record the dates when the appropriate checks have been made.

Staff appointed since the previous inspection been checked appropriately and as required. There are no persons aged over 16 years who are not employed by the school but live in the same premises as boarders. The school does not arrange guardians for boarders.

Premises of and accommodation at school [ISSR Part 5, paragraphs 24 (1)(a) and (b), and 25]

The regulations are met.

The school site contains appropriate accommodation for the medical examination of pupils and their short-term medical care which is close to a toilet designed for use only by pupils. The school site is maintained to a standard commensurate with health and safety. Security arrangements are effective, and the deficiencies in security identified during the previous inspection have been wholly rectified.

Quality of leadership and management [ISSR Part 8, paragraphs 34(1), (b) and (c)]; NMS 13.1 and 13.3-5].

The regulation and standard are met.

The proprietor ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils. Senior leaders and governors have ensured that the school has fully and successfully implemented the action plan submitted following the previous inspection.

The school's governing body monitors the effectiveness of the leadership, management and delivery of the boarding and welfare provision in the school, and takes appropriate action where necessary. There is clear management and leadership of the practice and development of boarding in the school, and effective links are made between academic and residential staff. Senior boarding staff have an adequate level of experience and training.

REGULATORY ACTION POINTS

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014, National Minimum Standards for Boarding Schools 2015 and requirements of the Early Years Statutory Framework 2017, and no further action is required.