

Bishop Burton College

Inspection report for further education college

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About this inspection

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The inspection was carried out under the Care Standards Act 2000.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcome for children set out in the Children Act 2004 and relevant National Minimum Standards for the establishment.

The inspection judgements and what they mean

Outstanding:	this aspect of the provision is of exceptionally high quality
Good:	this aspect of the provision is strong
Satisfactory:	this aspect of the provision is sound
Inadequate:	this aspect of the provision is not good enough

Service information

Brief description of the service

Bishop Burton college is a land based college that provides training in agriculture, and allied businesses. The college is located a short distance from Beverley and Hull. Students in residential accommodation are all based on campus in halls of residence each of which are managed by a warden. A student social centre known as The Meadows provides the students with a place to relax outside of teaching time. Meals are provided in two refectories, The Bishop's Table and at Meadows where a choice of meals are available to suit most preferences.

A clinic in Beverley provides all medical treatment for residential students and a practice nurse is available to advise on personal medical problems.

Summary

At this announced full inspection, all key standards were inspected.

The college has a positive approach to ensuring equality and diversity and there is clear evidence that this is considered throughout the college. A major initiative known as the Respect Agenda is being encouraged and all staff and students are expected to be proactive in showing respect for each person's physical differences, gender, race, culture and religious differences. The college actively promotes anti discriminatory practice.

This is an excellent service which puts the welfare of the residential students as a high priority. The support systems in place offer the students a confidential service and students are assured of a sympathetic and listening counsellor where required. It is evident that the students are happy living on campus where they are cared for in a friendly and supportive environment. As one student stated 'this is a happy campus'.

The college ensures that the safety of the students is always at the forefront of college life and all staff who have responsibility for the welfare of students, have received training in child protection.

All recommendations made at the last inspection have been appropriately complied with.

The health and welfare of the students is monitored by staff and if required, medical provision is obtained from a clinic in Beverley. This is an excellent arrangement and works well for the students.

Residential staff are very well managed by a senior warden and it is evident that all have a high commitment to their role and responsibilities. As one staff member commented 'this is a way of life'. The college has an ongoing refurbishment building programme, which provides the students with good quality accommodation, much of which enables students with disabilities to enjoy residential life on campus.

The senior management of the college provide excellent leadership.

The overall quality rating is outstanding.

This is an overview of what the inspector found during the inspection.

Improvements since the last inspection

The college was asked to carry out a review of a range of systems and practices that impact on the welfare of students living in halls of residence. This included the improving the complaints procedure, feedback to students from wardens, records being maintained by counsellors, complying with the recommendations of the fire officer, ensuring the gender balance of wardens, checking of references of applicants for work and ensuring that locks are fitted to shower rooms to ensure privacy. A full review was undertaken in relation to all recommendations, and appropriate steps have been taken to comply with all the recommendations made at the last inspection.

Helping children to be healthy

The provision is outstanding.

The college takes the health needs of residential students seriously, and there is an excellent arrangement in place, whereby students are registered with a clinic based in Beverley. The GP and practice nurse are available to administer medical care as required. In addition, the nurse provides the students with personal health advice and guidance on sexual health. Students are very satisfied with the services provided by the clinic. Any student wishing to make an appointment to visit the clinic can do so, and the college provides free transport to take them for their appointment. The college positively demonstrates a commitment to the health and well being of the students. A series of health days throughout the year are held with different health themes such as healthy lifestyles and personal care. This is excellent practice. The college has a no smoking policy throughout the campus area with only a small number of designated discrete outside smoking areas. All students are encouraged to take advantage of the excellent gym facilities at the college.

Appropriate first aid and treatment for minor illnesses are available to students, with access to medical services as required. The students receive an excellent service to ensure that their health needs are met.

The students are able to access professionally qualified counsellors who are based with the welfare team. This is a confidential service, and a larger welfare support team is also available to meet with students who wish to discuss particular problems. The welfare team includes the head of the domestic services, thereby reflecting the important role that cleaning staff have in monitoring the well being of the students. This is very good practice. The college clearly recognises the vulnerability of the young students, many of whom are away from home for the first time. Test kits are available in residential accommodation for students to use discretely, and samples can be sent confidentially to a laboratory for testing. Results are mailed directly back to the students. A nurse from the local clinic, holds a sexual health drop in clinic at the college every two weeks. This service is confidential and students can receive guidance on any sexual health related issue. Students receive excellent support to ensure that any health related or personal problems are appropriately managed.

The meals provided to students are nutritionally balanced. These can be obtained from two refectories which provide the students with a range of choices of food that has a strong emphasis on healthy eating. The students are regularly consulted through the food committee, which has student representation to ensure that the catering manager hears the views of the students about quality of meals. This also ensures that meals reflect the cultural and religious background of the student population. The catering staff play a key role in monitoring the eating habits of

students through a swipe card system, that students use to pay for their meals. This is an effective system to enable staff to monitor that students eat a balanced nutritional diet. Any special dietary needs are fully met, and the catering section will ensure that religious requirements in respect of food is also catered for.

The students enjoy excellent health care support, and the college ensures that healthy living is encouraged with the provision of meals that offer choices which includes healthy options. There is a strong commitment to respecting diversity.

Protecting children from harm or neglect and helping them stay safe

The provision is outstanding.

The college has a positive approach to safeguarding students, and there is a robust anti bullying policy in place. Staff and students are aware of the policy, and students confirm that bullying is not an issue at the college. In addition, wardens have been trained in equality and diversity and are clearly aware that students who are from a minority group could be subject to bullying.

The college has a very clear procedure for responding to child protection concerns, and any allegation of suspicion of abuse would be coordinated by the Assistant Principal who would liaise with the Local Safeguarding Children Board. All adult staff who come into contact with the students, are aware of their safeguarding responsibilities. Training in child protection awareness is mandatory for all staff including the domestic cleaning staff who are regarded as having an important role to play. This is excellent practice.

The college does not experience inappropriate behaviour among the students as a general rule, and any transgressions are of a minor nature such as music being too loud in some bedrooms. Wardens confirm this, and say that the students are generally well behaved. The college has a strict policy of non physical handling of students, and any form of restraint is not permitted. This is good practice. Sanctions are minimal and students say that these are administered fairly.

There is an effective complaints procedure and students are aware of how to make a formal complaint. The college ensures that complaints are appropriately responded to. The students are confident in the procedure and know how to access the system if they wish to make a formal complaint.

The residential accommodation meets all fire safety standards. The fire officer is satisfied with the proactive approach taken by college staff in ensuring the safety of students. As a reflection on the commitment to equality and diversity taken by the college, fire safety equipment is provided to enable disabled students to be evacuated from new build residential accommodation. Vibrating pillows are provided for students who have a hearing problem, and an evacuation chair for disabled students is located in buildings with more than two floors. This is good very practice which promotes the safety of the students in the residential accommodation. Wardens are responsible for ensuring that all the students leave the residential accommodation when the fire alarm is sounded. Students enjoy the privacy of their bedrooms and have their own keys to their rooms.

There is a robust recruitment and selection procedure in place. All staff are checked for suitability to work with young people, in line with current guidance from the government and Ofsted, before they take up their duties. The college are aware of their responsibilities to ensure that all staff are safe to work on campus with students. Students are involved in staff selection

process. This is good practice which promotes student inclusion in the operation of the college, and further promotes safeguarding arrangements.

There are detailed procedures in place to ensure that members of families not employed by the college but who live on campus, are very clear about their responsibilities in relation to access to students.

There are procedures to ensure that the students are protected from adults not directly associated with the college. The protection of the students is further enhanced by a very clear policy for members of the families of staff, living on campus who invite visitors to their homes. In addition, any visiting contractors are clearly informed about the restrictions on their access to the students whilst working on the campus. This policy is strictly applied.

The security of the campus is enhanced by security patrols and closed circuit television. There are extensive risk assessments covering all activities on and off campus. The information is very clearly recorded, and the health and safety officer is required to carry out an annual review of the effectiveness of the risk assessments. Staff in each department are responsible for the continuous monitoring of health and safety, and all known hazards are identified, and appropriate strategies are established to minimise risk to students and staff.

The safety of the students is a high priority of the college and it is evident that all staff take these responsibilities very seriously.

Helping children achieve well and enjoy what they do

The provision is outstanding.

The support available to the students is excellent. The welfare team and personal tutors, provide individual support as required, and two qualified professional counsellors are available for confidential private discussions. The college recognises that young students living away from home can experience emotional difficulties, and staff from the welfare team are clearly committed to ensuring that students are provided with whatever support is required. Wardens and cleaners are another group of staff who play a valuable role in the support systems for students. Students themselves are fully aware of the support available to them, and speak very highly of the support available from the welfare team. Those who have used the counsellors comment positively about the confidential nature of how the team operates, and valued the sensitive way in which their concerns are dealt with.

The college has a proactive approach to ensuring that equality and diversity is a high priority. The policy statement sets a clear commitment, that any form of discrimination goes against the college principles of respect. All new building on the campus ensures that disabled students can enjoy all the facilities on the campus. It is also clearly evident that the students fully support the college zero tolerance policy against any form of discrimination. The college takes a positive approach in ensuring that students have an awareness of the differences found among the wider community, in terms of culture, religion and gender orientation. This helps to prepare the students when they leave college to work in the community.

The students are therefore, provided with excellent support to ensure that they enjoy college life and have the confidence in knowing that any personal problem or concern will be professionally and sensitively dealt with. There is an excellent approach taken in respect of equality and diversity awareness.

Helping children make a positive contribution

The provision is outstanding.

There is an extensive range of consultation forums with students about life at the college. The students are represented on a number of college committees which make recommendations to the Principal on improvements to college life. This is very good practice. It is clearly evident that changes have been made following representation to the college management team, and students are very positive about their views and opinions being taken seriously by the college. A recent example included, changes being considered for altering times of when the refectories open for meals. As one senior member of the college stated, 'only by listening to students who are our customers, will we know if we have got it right'. Students from this college are represented on a regional college forum linking a number of colleges where students can collectively bring about positive changes. They are also included as part of the staff selection process. This is very good practice.

All students are able to maintain contact with their families and there are a number of payphones located around the campus. Within the learning resource centre computers are available for students to contact their families. This is especially important for students who may not be able to afford high mobile phone costs.

New students are introduced to the college at the beginning of the academic year through introduction days at the start of the academic term. Activities and discussions about college life, help students to enjoy these introductory days and this also serves to build up their confidence being away from home for the first time. Staff are aware that for a number of students, college residential life can be daunting especially those with a physical disability or from an ethnic minority background. The college staff take their responsibilities for these young students seriously, and every effort is made to encourage them to settle in. For those students who are in their final term, the college support systems ensure that students are prepared for their move to their chosen career. Contact is also maintained with students after they have left college to monitor their progress. This is very good practice.

There is an excellent approach taken by the college management to ensuring that students have a voice in the operation of college life. Students genuinely feel listened to, and that their contribution to influence changes to college systems is taken seriously. Students are actively encouraged to share their views with managers at the college. This promotes a sense of ownership in decisions that affect students.

Achieving economic wellbeing

The provision is good.

The residential accommodation is clean comfortable and suitably furnished. All students enjoy single room accommodation and these are all well maintained. There is a range of older and new build accommodation. The newer accommodation has good facilities for disabled students, and the aim of the college is for all accommodation to eventually meet the standards of disability legislation. Some of the accommodation has en-suite washing and shower facilities. Where facilities are shared, these are all located close to bedrooms for easy access. There is an ongoing rolling programme of modernisation of the accommodation reflecting the commitment of the college to ensuring good quality facilities for the students.

Detailed risk assessments are carried out on accommodation that is off site to ensure the safety of the students.

There is a commitment to ensuring that students live in good quality accommodation which is well maintained and provides the students with a safe living environment. This also applies to on and off site accommodation.

Organisation

The organisation is outstanding.

The promotion of equality and diversity is outstanding.

There is a clear policy statement from the college that equality and diversity is a cornerstone underpinning all aspects of college life. A major initiative known as the Respect Agenda encourages everyone to demonstrate respect for each other every day. There are three themed weeks each year reflecting equality and diversity covering respect, religion and lifestyle. This is excellent practice and promotes a greater awareness and understanding of equality and diversity. Students are positive about respecting each other. All new buildings are compliant with disability legislation thereby enabling disabled students to enjoy full facilities at the college. A rolling programme is in place to bring all accommodation up to standard. To demonstrate the college's commitment to equality and diversity, there is a permanent equality and diversity committee that works to ensure that all areas of college life promote this. Students are also represented on this group. This again is excellent practice.

The college's commitment to high standards of care for their residential students is stated in the policy and other documents such as the students' handbook. It clearly outlines the support students can expect from the college and outlines the expectations of students' behaviour. The staff are clear about their responsibilities towards students living in residential accommodation. This ensures that students and their parents can be confident that students are supervised by competent staff.

The health and safety of the staff and students is taken very seriously, and more so, given the land based nature of the courses provided at the college. There are appropriate risk assessments in place in all departments and these are regularly reviewed to ensure their relevance. The quality of information in the risk assessments is excellent. These assessments identify the hazards and likely risks to staff and students. Strategies are clearly recorded in a simple and clear way that is easily understood. The health and safety manager prepares an annual report on risk assessments to the senior management team. All other records about students are very well maintained. The commitment to high quality risk assessments ensures that students are supervised in a safe working environment.

Supervision of the students in residential accommodation is undertaken by the wardens who have been appropriately trained. Wardens take pride in their work and make their presence known to students during out of teaching time to ensure students are safe. They are available at all times, and contact can be made with wardens or any other staff using the free phones in each residential accommodation. There is very high level of adult support and supervision at all times.

There are excellent systems in place to ensure that staff are supported and managed to ensure that they perform their duties with the highest standards of integrity and professionalism. The

wardens' handbook is particularly important as a means of informing wardens about all aspects of their role and responsibilities. Training is available and staff are encouraged and supported to develop their skills. Annual appraisal for all staff takes place. The senior warden maintains management oversight of the wardens, and ensures that they provide high standards of supervision and care for the students in residential accommodation.

It is clearly evident that the students are looked after by staff who are competent, and who are very well managed and supervised. This ensures that students are kept safe and their welfare is promoted.

What must be done to secure future improvement?

Statutory requirements

This section sets out the actions, which must be taken so that the registered person meets the Care Standards Act 2000, and the National Minimum Standards. The Registered Provider must comply with the given timescales.

Standard	Action	Due date
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Recommendations

To improve the quality and standards of care further the registered person should take account of the following recommendation(s):