



*Making Social Care
Better for People*

inspection report

FURTHER EDUCATION COLLEGE

Moulton College

**Moulton College
West Street
Moulton
Northampton
NN3 7RR**

Lead Inspector
Mr Patrick Toner

Key Announced Inspection
15th January 2007 08:00

The Commission for Social Care Inspection aims to:

- Put the people who use social care first
- Improve services and stamp out bad practice
- Be an expert voice on social care
- Practise what we preach in our own organisation

Reader Information

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This is a report of an inspection to assess whether services are meeting the needs of people who use them. The legal basis for conducting inspections is the Care Standards Act 2000 and the relevant National Minimum Standards for this establishment are those for *Further Education Colleges*. They can be found at www.dh.gov.uk or obtained from The Stationery Office (TSO) PO Box 29, St Crispins, Duke Street, Norwich, NR3 1GN. Tel: 0870 600 5522. Online ordering: www.tso.co.uk/bookshop

Every Child Matters, outlined the government's vision for children's services and formed the basis of the Children Act 2004. It provides a framework for inspection so that children's services should be judged on their contribution to the outcomes considered essential to wellbeing in childhood and later life.

Those outcomes are:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a contribution; and
- Achieving economic wellbeing.

In response, the Commission for Social Care Inspection has re-ordered the national minimum standards for children's services under the five outcomes, for reporting purposes. A further section has been created under 'Management' to cover those issues that will potentially impact on all the outcomes above.

Copies of *Every Child Matters* and *The Children Act 2004* are available from The Stationery Office as above.

COLLEGE INFORMATION

Name of college	Moulton College
Address	Moulton College West Street Moulton Northampton NN3 7RR
Telephone number	01604 491131
Fax number	01604 491127
Email address	
Provider Web address	www.moulton.ac.uk
Name of Governing body, Person or Authority responsible for the college	Moulton College
Name of Principal	Mr Chris Moody
Name of person responsible for welfare and accommodation of students under 18	Mr Johannes Diederiks
Age range of residential pupils	16-18
Date of last welfare inspection	

Brief Description of the College:

Moulton College, formerly the Northamptonshire College of Agriculture, was established on its present site in 1921, to provide agricultural education and training for the farming community. From its foundation until the late 1980s the College continued to offer a fairly narrow curriculum based around agriculture, horticulture and rural home economies.

In 1922 the College became independent of the local authority. To meet the challenges associated with independence, it has expanded rapidly and now has over 1950 full-time students and more than 6500 part-time students, together with a complement of around 600 staff. In 2006/07 the college has been unable to satisfy the volume of the demand for places for many of its programmes.

Since independence around £25 million has been invested in buildings and other teaching resources to ensure that learners now benefit from an unrivalled learning environment.

Moulton's mission is to be a 'Centre of Excellence for Education and Training for in the Natural, Built and Recreational Environment by providing relevant and cost effective vocational opportunities for everyone who would benefit from them'.

The main college campuses located in the semi rural setting of Moulton Village and extends to 478 hectares and comprises college buildings, gardens and associated facilities, together with commercial enterprises including the farm, equestrian unit, garden centre, sports complex, small animal therapy unit and veterinary practice. These enterprises operating commercial standards and provide a wide range of teaching and learning opportunities.

Residential accommodation is available on site for 182 students. Most of this accommodation comprises modern ensuite rooms grouped within halls for 10 to 12 students. Self-catering accommodation for 36 Higher Education students, together with the supervised accommodation for students with severe learning difficulties and disabilities opened in November 2005. During 2006/07 the College will generate totalling, in excess of £21 million and the college has enjoyed Grade A financial status throughout the last decade.

The college operates in managing agency and brokerage for around 650 trainees under contract to the Northamptonshire Learning and Skills Council, and provides off the job training for both its own Modern Apprentices and for those from other agencies.

Higher Education is delivered in partnership with the University College Northampton and Coventry University and includes a wide range of Higher National, Foundation, Honours and Higher Degree programmes.

Both full-time and part-time programmes are offered for students with learning difficulties and disabilities, and an extensive support network provides for learners who need help in developing their study skills.

A wide range of operational link courses has offered to over 600 pupils from local schools and this includes courses leading to both NPTC and NVQ qualifications.

Several of the neighbouring counties to the south and East offer a limited range of specialised land of these provisions and Moulton actively markets its provision in those counties. The college operates an extensive network of subsidised buses, and 20 buses currently transport over 650 students to and from their homes daily.

In 2001, the Learning and Skills Council awarded the College 'Centre of Vocational Excellence' status for its Construction programmes. The College also holds 'Investor in People', Career mark, Matrix and 'Basic Skills Agency Quality Mark' accreditation.

During 2004, the College received a joint inspection by Ofsted and the Adult Learning Inspectorate (ALI) who judged the college to be 'Outstanding', and to provide 'good value for money'. In October 2004, Moulton was awarded DfES 'Learning and Skills Beacon status'.

The College seeks both to be 'open access' and to pursue excellence, was offering opportunity to those who have not previously tasted success or achieved formal qualifications.

SUMMARY

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

This was an announced inspection and was planned as a Key Inspection to review the identified Key National Minimum Standards for Further Education Colleges. A pre-inspection visit was carried out during the week before the main inspection activity to carry out the student survey and plan the inspection programme.

During the main inspection there were discussions with the Principal, Deputy Principal, the Student Welfare Manager, the college Director of Human Resources, a range of staff responsible for the organisation and support of Pathways to Progress placements and group discussions with students also individual discussions during the evening in their accommodation and with wardens.

Prior to the main inspection activity a student survey was carried out the results of which were analysed and used to inform the findings of this report. CSCI places a strong emphasis on listening to young people and reflecting their views. A number of students chose to remain anonymous however their comments are also reflected in this report.

The vast majority of students completed the student survey, appropriate guidance and support was given to some students with disabilities to enable them to fully contribute their views to the inspection survey and during the inspection visit. During the evening visit students were provided with an opportunity to air their views, all accommodation blocks were visited and discussions were held with students either individually or in small groups.

What the college does well:

There is a comprehensive system of medical and welfare support available to students which includes good access to NHS services, college based nursing services, counselling and chaplaincy services.

Student welfare services are well managed; there is a good ratio of residential wardens who are accessible to students at key times.

The college has developed comprehensive Child Protection policies including anti-bullying policies.

The college ensures the welfare and safety of all students and carries out all statutory checks including full Criminal Record Bureau checks on college staff.

The college has an effective equality's policy; no students reported any incidences of discrimination.

The college has created a number of student warden's posts, which enhances the support available to students and ensures the warden team has a strong student perspective.

The college continues to develop the role of the Student Welfare Manager and provides appropriate training including external training, which provides opportunities to share best practice.

There is Student Council, which is effective and valued by students.

What has improved since the last inspection?

The college continues to develop the range of accommodation available for students under 18 years. The new blocks provide accommodation of a high standard in either single or double rooms. There is a good ratio of ensuite accommodation.

The accommodation provided for students on the Pathway to Progress course is of an exceptionally high standard and provides enough flexibility to cater for students changing needs. There is a discreet outside social space which is clearly valued by the students themselves and the staff who support them.

The college has developed a specific Training Suite for students on the Pathway to Progress course, which serves as a base and provides opportunities for developing independence/self caring skills in an appropriate environment. There is a strong staff team to support the Pathway to Progress students, staff support appropriate risk taking and learning opportunities within a safe environment.

The college has reviewed and increase the level of nurse cover available to students, which has directly enhanced health and welfare provision.

The college has recently introduced a Shuttle Bus service to improve access to outlying facilities including designated Bus Stops at key points.

What they could do better:

Feedback from the student survey and from discussions with groups of students suggests the current arrangements for signing in/out of college could be improved by locating the signing in/out book at the Gatehouse, particularly at weekends.

The college should review the procedures for staff supporting the Pathway to Progress students to ensure child protection reporting procedures are covered at induction.

Some students pointed out that the quality and frequency of cleaning services had declined during the week of the inspection due to staff sickness, this was observed and discussed with the student welfare manager who is going to be addressing the issue.

The college should refer to standard 38.3 when considering any use of Close Circuit Television.

Please contact the Principal for advice of actions taken in response to this inspection.

The report of this inspection is available from enquiries@csci.gsi.gov.uk or by contacting your local CSCI office. The summary of this inspection report can be made available in other formats on request.

DETAILS OF INSPECTOR FINDINGS

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Being Healthy

Staying Safe

Enjoying and Achieving

Making a Positive Contribution

Achieving Economic Wellbeing

Management

Scoring of Outcomes

Recommended Actions identified during the inspection

Being Healthy

The intended outcomes for these standards are:

- Under-age drinking, substance abuse and possession of obscene material by students are appropriately countered.(NMS 6)
- Students receive first aid and health care as necessary.(NMS 14)
- Students are adequately supervised when ill.(NMS 15)
- Students are supported in relation to any health or personal problems.(NMS 16)
- Students receive good quality catering provision.(NMS 22)
- Students have access to food and drinking water in addition to main meals.(NMS 23)
- Students are suitably accommodated when ill.(NMS 43)

The Commission considers Standards 14 and 16 the key standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

14 and 16

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. The college provides facilities, which directly enhance student health and well-being.

EVIDENCE:

College has an effective communication strategy and in particular there is close liaison between the student welfare manager and health care staff which enables the college to identify at an early stage where individual, or groups of students may need support or guidance.

A strong emphasis is placed on healthy eating to support general healthcare and fitness to undertake the college timetable. Full-time students under 18 years of age are entitled to a full cooked breakfast and a substantial evening meal; lunches tend to be provided in the particular area where the student is based.

Through sampling several meals it was clear there is a good range of nutritious food available at each meal. The college is particularly proud of the achievement of a Heartbeat Award in recognition of the quality of its catering provision.

The college deploys trained first-aid staff at key times to support the welfare of students, there is a list of First Aid Staff posted in the accommodation blocks and all students have access to Doctors, Dentists and NHS Healthcare Support.

There is a comprehensive health and safety policy and regular checks are made on students with health problems. Welfare staff are aware that significant health or personal problems may arise for individual students and staff are therefore vigilant and will report any concerns for further investigation as appropriate.

There was direct evidence of the effectiveness of the colleges information sharing procedures that enabled an individual student to be properly supported and have their concerns addressed.

All students are encouraged to register with the local G.P. services. The college has an effective counselling service and additional support and guidance is available through the chaplaincy service. In discussions the chaplain stressed the nature of his welfare role and how he is able to support students of any or no particular religious persuasion.

In discussions, students said they were encouraged to maintain healthy lifestyles including ensuring they had enough sleep, maintain a healthy diet and take will regular exercise. There are appropriate restrictions in place where students under 18 visit the social club, which includes a member of staff being present to monitor the licensing restrictions.

Staying Safe

The intended outcomes for these standards are:

- Students are protected from bullying and harassment.(NMS 2)
- Students are protected from abuse.(NMS 3)
- Use of discipline with students is fair and appropriate.(NMS 4)
- Students' complaints are adequately responded to.(NMS 5)
- Students are protected from the risk of fire.(NMS 24)
- The welfare of any young people accommodated by the college other than its own students is safeguarded and promoted.(NMS 26)
- Students' safety and welfare are protected during high risk activities.(NMS 27)
- Students' personal privacy is respected.(NMS 33)
- There is careful selection and vetting of all staff and volunteers working with residential students.(NMS 34)
- Students are protected from unsupervised contact with adults who have not been, subject to the college's complete recruitment checking procedures.(NMS 35)
- Students have their own living accommodation, secure from public intrusion.(NMS 37)
- Any security or surveillance measures provide security to protect students without compromising their privacy.(NMS 38)
- Students are given reasonable protection from safety hazards.(NMS 42)

The Commission considers Standards 2, 3, 4, 5, 24, 33, 34, 35, 37 and 42 the key standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

2,3,4,5,24,33,35,37,and 42.

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. College routines and security arrangements ensure students remained safe.

EVIDENCE:

The college has a comprehensive anti-bullying policy which is available to staff and students. The policy gives a clear definition of bullying and guides students to a range of adults to whom they can report bullying; this includes academic staff as well as those staff with specific duties for Welfare Support. The policy also encompasses how to deal with harassment, discrimination and prejudice. No students raised any concerns in this area on the contrary all said they felt safe and understood how to report any concern.

The college has suitable safeguarding arrangements in place, and has a copy of the Safeguarding Children Act 2006. There are College policies specific to students under 18 together with clear guidance to staff who may be faced with disclosure. In discussions and via the student survey questionnaire students confirmed they had no concerns regarding child protection (safeguarding).

There is a student discipline policy, which is available to students, the policy is reviewed regularly. Feedback from the student survey showed that the vast majority of students regarded as the college's discipline policies and actions as fair and appropriate.

There is a clear complaints procedure for 16 to 18 year old students and various leaflets available to them to support them in raising concerns. Staff who support the Pathways to Progress students are critically aware of their individual role as advocates for students. They are particularly vigilant on behalf of students to ensure they are always treated fairly and have access to appropriate support systems. Staff will help to promote or maintain parental contact where this is the students expressed wish.

There are effective fire procedures in place and guidance is provided in the Student Handbook. In group discussions students confirmed they are made aware of the fire drills as part of their induction to the accommodation.

Students are accommodated in single or double bedrooms and a good number of rooms have en-suite facilities, students said their privacy is respected. All staff with substantial unsupervised access to students is subject to Criminal Records Bureau checks at the enhanced level.

The college has a comprehensive risk management system, which is applicable throughout the college and in particular for student accommodation. There is good peripheral security and key-code access to each accommodation block.

Enjoying and Achieving

The intended outcomes for these standards are:

- Students have access to a range and choice of activities.(NMS 11)
- Students receive personal support from staff.(NMS 13)
- Students do not experience inappropriate discrimination.(NMS 17)
- Student welfare is not compromised by unusual or onerous demands.(NMS 25)
- Students have access to a range of recreational areas.(NMS 41)

The Commission considers Standards 13 and 17 the key Standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

13 and 17

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. Students said they are very well supported which enables them to enjoy their time at Moulton College and achieve their ambitions.

EVIDENCE:

All students have a number of trusted adults and staff who they can turn to for support or personal guidance. In addition to this there is individual and group tutorials systems. During group discussions students were relaxed discussing the benefits of being at Moulton College, they appeared confident about their ability to undertake their studies and had a good sense of humour.

Any student who may be struggling in their personal or social life has access to effective welfare, health and counselling support. Students stressed that the group living situation provided effective peer support and friends tend to look out for each other to see if they are under the weather or have more serious difficulties.

There are high levels of support available to those students undertaking the Pathways to Progress course. From discussions with this small group of students it was clear they felt very much encouraged and enabled to participate in college life and were able to join in all aspects of learning, leisure and social activity.

Making a Positive Contribution

The intended outcomes for these standards are:

- Students are enabled to contribute to the operation of residential provision in the college.(NMS 12)
- Students can maintain private contact with their parents and families(NMS 18)
- Students receive guidance, both on arrival at the college and in preparing to leave the college.(NMS 20)
- There are sound relationships between staff and students.(NMS 32)

The Commission considers Standards 12 and 18 the key standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

12 and 18

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. All students are encouraged to contribute to the development of student welfare through the student council or individual representation.

EVIDENCE:

Students are encouraged to raise any welfare issues either directly or through the student council if this is felt to be a more appropriate channel e.g. something that affects all students. In the discussion groups, students said they had positive relationships with wardens and other key staff within the college and that they felt supported by them.

The college has relocated the student welfare office, which now forms part of a general welfare resource area where the student welfare manager, college nurses and counsellor are based. This area also provides health-related information for all students and acts as a focal point.

A number of students said they found the weekends in college to be pretty boring it was equally evident however that a good number of suitable activities are available and will be laid on for students if they express a wish and are willing to attend having made a commitment. It is felt by the college to be unrealistic to make organised outings available without any prior planning and preparation and in fairness the vast majority of students recognised they needed to plan ahead if they wish to participate.

Achieving Economic Wellbeing

The intended outcomes for these standards are:

- The college's organisation of residential provision safeguards students' welfare.(NMS 10)
- Students' personal possessions and money are protected.(NMS 19)
- Students are provided with satisfactory living accommodation.(NMS 36)
- Students have satisfactory sleeping accommodation.(NMS 39)
- Students have adequate and adequately private toilet and washing facilities.(NMS 40)
- There are arrangements to ensure that students' clothing and bedding are adequately laundered.(NMS 44)
- Students can buy food and personal requisites while accommodated at college.(NMS 45)
- The welfare of students placed by the college in lodgings is safeguarded and promoted. (NMS 46)
- The welfare of students is safeguarded and promoted while accommodated away from the college site on a short-stay basis. (NMS 47)

The Commission considers Standards 46 and 47 the key standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

10 and 39

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. The quality of the accommodation and services provided directly enhance student's economic well-being.

EVIDENCE:

The college does not have any students under 18 years of age in lodgings nor does it accommodate students of site.

The quality of accommodation provided is of an exceptionally high standard particularly in relation to the accommodation provided for the Pathways to Progress students, which has been specifically designed to enable students with disabilities to participate fully in college life.

The reorganisation of student services to its current location provides an effective access point for all welfare services.

The college continues with its refurbishment programme for the remaining under 18s student accommodation block.

Management

The intended outcomes for these standards are:

- A clear statement of the principles of residential provision and student support at the college is available to those needing this information.(NMS 1)
- The safeguarding and promotion of students' health and welfare are supported by appropriate records.(NMS 7)
- There is clear leadership of residential provision in the college.(NMS 8)
- Crises affecting students' welfare are effectively managed.(NMS 9)
- Risk assessment and college record keeping contribute to students' welfare.(NMS 21)
- Students are appropriately supervised during free time.(NMS 28)
- Students are adequately supervised by staff.(NMS 29)
- Staff responsible for residential students have specific residential and welfare duties, with adequate induction and continued training.(NMS 30)
- Students are looked after by staff following clear residential and welfare policies and practice.(NMS 31)

The Commission considers Standards 1, 21, 29 and 30 the key standards to be inspected.

JUDGEMENT – we looked at outcomes for the following standard(s):

1,21,29 and 30

Quality in this outcome area is **Excellent**.

This judgement has been made using available evidence including a visit to this service. There is a comprehensive management structure to support the student welfare manager.

EVIDENCE:

The college has a clear statement of the principles of residential provision and student support this is available to parents, students and staff. A number of separate policies combine to provide the information needed by parents and students.

There is a full range of risk assessments available and a strategy for identifying, managing and reducing risk. The colleges administration system directly supports student welfare; it is efficient and captures concerns at an early stage enabling staff to respond appropriately.

The arrangements for the management of student welfare have been clearly identified and resourced. The student welfare manager is undertaking appropriate training and has extensive related experience. The team of welfare wardens also have extensive life experience; a number of them are course tutors and are able to understand the daily difficulties new students in particular may have regarding personal organisation and motivation. In discussions students said their accommodation was well managed and welfare staff had their best interests in mind when making decisions or imposing discipline.

During the evening visit to the student accommodation there were five wardens on duty with other staff available on call. In discussions students said they generally knew the whereabouts of wardens and who would be on duty at any particular time.

There was a genuinely relaxed atmosphere throughout the 16 to 18 students accommodation. Staff are aware of the need to protect the welfare of all students and provide appropriate gender separation other than during prescribed times.

The college is reviewing its general security and surveillance system's and may enhance the use of CCTV. References made to this under "what the college could do better" to ensure the college continues to comply with the relevant standard.

SCORING OF OUTCOMES

This page summarises the assessment of the extent to which the National Minimum Standards for Further Education Colleges have been met and uses the following scale.

4 Standard Exceeded (Commendable) **3** Standard Met (No Shortfalls)
2 Standard Almost Met (Minor Shortfalls) **1** Standard Not Met (Major Shortfalls)

"X" in the standard met box denotes standard not assessed on this occasion

"N/A" in the standard met box denotes standard not applicable

BEING HEALTHY	
<i>Standard No</i>	<i>Score</i>
6	X
14	4
15	X
16	4
22	X
23	X
43	X

STAYING SAFE	
<i>Standard No</i>	<i>Score</i>
2	4
3	4
4	4
5	4
24	4
26	X
27	X
33	4
34	4
35	4
37	4
38	X
42	4

ENJOYING AND ACHIEVING	
<i>Standard No</i>	<i>Score</i>
11	X
13	4
17	4
25	X
41	X

MAKING A POSITIVE CONTRIBUTION	
<i>Standard No</i>	<i>Score</i>
12	4
18	4
20	X
32	X

ACHIEVING ECONOMIC WELLBEING	
<i>Standard No</i>	<i>Score</i>
10	4
19	X
36	X
39	4
40	X
44	X
45	X
46	X
47	X

SCORING OF OUTCOMES

Continued

MANAGEMENT	
<i>Standard No</i>	<i>Score</i>
1	4
7	X
8	X
9	X
21	4
28	X
29	4
30	4
31	X

Are there any outstanding recommendations from the last inspection?

RECOMMENDED ACTIONS

This section sets out the actions that must be taken so that the proprietor meets the Children Act 1989, Inspection of Schools and Colleges Regulations 2002 and the National Minimum Standards.

No.	Standard	Recommendation	Timescale for action (Serious welfare concerns only)

Commission for Social Care Inspection

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