



Champions for
Social Care
Improvement

inspection report

Children's Services

Loughborough Grammar School

Burton Walk

Loughborough

Leicestershire

LE11 2DU

9th March 2004

Commission for Social Care Inspection

Launched in April 2004, the Commission for Social Care Inspection (CSCI) is the single inspectorate for social care in England.

The Commission combines the work formerly done by the Social Services Inspectorate (SSI), the SSI/Audit Commission Joint Review Team and the National Care Standards Commission.

The role of CSCI is to:

- Promote improvement in social care
- Inspect all social care - for adults and children - in the public, private and voluntary sectors
- Publish annual reports to Parliament on the performance of social care and on the state of the social care market
- Inspect and assess 'Value for Money' of council social services
- Hold performance statistics on social care
- Publish the 'star ratings' for council social services
- Register and inspect services against national standards
- Host the Children's Rights Director role.

Inspection Methods & Findings

SECTION B of this report summarises key findings and evidence from this inspection. The following 4-point scale is used to indicate the extent to which standards have been met or not met by placing the assessed level alongside the phrase "Standard met?"

The 4-point scale ranges from:

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

'O' or blank in the 'Standard met?' box denotes standard not assessed on this occasion.

'9' in the 'Standard met?' box denotes standard not applicable.

'X' is used where a percentage value or numerical value is not applicable.

TYPE OF ADDITIONAL INSPECTION VISIT
--

Statutory Unannounced Inspection	
Follow up of Previous Inspection	
Follow up of Enforcement Action	
Complaints Investigation	
Monitoring Visit	YES
Advisory Visit	
Other	
Specify:	

TYPE OF SERVICE INSPECTED

Children's Home			
Boarding School (not registered as a children's home)			YES
Residential Special School (not registered as a children's home)			
Further Education College			
Residential Family Centre			
Independent Fostering Agency			
Local Authority Fostering Service			
Voluntary Adoption Agency			
Local Authority Adoption Service			
			ID Code
Lead Inspector	1	Carole Burgess	093706
Name of Further Inspector (if applicable)	2	NA	
Name of Further Inspector (if applicable)	3	NA	
Name of Further Inspector (if applicable)	4	NA	
Name of Lay Assessors (if applicable) Lay assessors are members of the public independent of the NCSC. They accompany inspectors on some inspections and bring a different perspective to the inspection process.		NA	
Name of Specialist (e.g. Interpreter/Signer) (if applicable)		NA	
Name of Establishment Representative at the time of inspection		Mr M Broadley Head of Boarding (Senior) & Mr J Parton Head of Boarding (Junior)	

Number of Inspector Days spent on site:	.5
--	-----------

SPECIFIC OBJECTIVE(S) OF THE VISIT

Loughborough Grammar School has not yet had a full inspection by the National Care Standards Commission (NCSC) which is due during 2004/2005. This was an Additional Inspection Visit to review the specific areas highlighted in this inspection report in accordance with the National Minimum Standards for Boarding Schools Inspection and section 87, Children Act 1989. This was the first Additional Inspection Visit and therefore provided an opportunity for the Inspector, Headmaster and Heads of Boarding to get to know each other and provide a forum for the exchange of information.

INSPECTION METHODS USED AT THE VISIT

Inspection of relevant part(s) of premises	YES
Interview with senior staff member in charge	YES
Interview with other staff	YES
Discussion with children	YES
Individual interview with a child	YES
Visit foster/adoptive home	NA
Visit lodgings	NA
Interview foster/adoptive parent	NA
Inspection of relevant records	YES
Inspection of relevant policy/practice documents	YES
Children's survey	NA
Parent survey	NA
Placing authority survey	NA
Foster / adoptive parent survey	NA
Staff survey	NA
Date of Inspection	09/03/04
Time of Inspection	09.00
Duration Of Inspection	4

FINDINGS ON KEY ISSUES TO BE ADDRESSED AT ALL UNANNOUNCED, MONITORING AND FOLLOW UP VISITS

The following scale is used to indicate the extent to which standards have been met or not met by placing the assessed level alongside the phrase "Standard met?"

The scale ranges from:

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

"0" in the "Standard met?" box denotes standard not assessed on this occasion.

"9" in the "Standard met?" box denotes standard not applicable.

"X" is used where a percentage value or numerical value is not applicable.

(I). Inspector's assessment of the extent to which the requirements for consultation with children are being met.		
Key findings/Evidence	Standard met?	3
<p>There is a Resident House Committee (Senior). The committee consists of four year representatives, the House Captain and the Head of Boarding who meet formally on the first Monday in the month (if required). There is an agenda and the meetings are minuted. Any boarder with a specific issue is welcome to attend. In addition, the boarders meet each evening at 8.15pm for role call when day-to-day issues can be raised. The Heads of Boarding have an 'open door' policy in both the senior and junior boarding houses.</p> <p>The boarders spoken to during the visit said that they were consulted on boarding issues and had been involved in choosing furnishings and décor during refurbishments in the boarding houses. One boarder said that the new Resident House Committee was much appreciated by the boarders as it provided a forum for consultation on specific boarding issues.</p>		

(II). Inspector's assessment of the extent to which the requirements for complaints procedures for children are being met.		
Key findings/Evidence	Standard met?	3
<p>The school have a Complaints Policy and Procedure. Information for parents and boarders is contained in the booklet 'School House, Introductory notes for boarders' and 'Denton House, Introductory notes for boarders'. Both included the contact details for the National Care Standards Commission (Commission for Social Care Inspection (CSCI) after April 2004). It was noted by the Inspector that the younger boarders handbook was printed in an age appropriate format. Generally concerns/complaints are dealt with informally but recorded in the Day Book. However, a formal process is described and written records kept as necessary.</p>		

(III). Inspector's assessment of the extent of staff knowledge of the required response to allegations or suspicions of abuse of children (child protection and staff/carers reporting procedures).		
Key findings/Evidence	Standard met?	3
<p>The school has robust child protection policies and procedures. These are specified within the Child Protection Policy, the Staff Handbook and Information for Parents handbook, <i>Preparation for Life</i>. The school also has a copy of <i>Working Together to Safeguard Children (Department of Health, Home Office, DfES 1999)</i>. There is a designated Child Protection Officer. Boarders have access to an Independent Listener and the relevant telephone numbers such as <i>Childline</i>.</p> <p>It was confirmed to the Inspector that there is a comfortable relationship between the ancillary boarding staff such as the domestic staff and the boarders who, on occasions, may confide their concerns or problems to them. However, it was noted that the ancillary staff do not receive Child Protection training. The Heads of Boarding acknowledged that this is an area, which requires further consideration.</p> <p>The Responsible Individual is recommended in accordance with Standard 3.5 to ensure that all staff, at all levels, (including newly appointed and ancillary staff) have been given briefing or training on responding to suspicions or allegations of abuse and know what actions to take in response to such suspicions or allegations.</p>		

(IV). Inspector's assessment of the adequacy of staffing at the time of the visit.		
Key findings/Evidence	Standard met?	3
<p>Loughborough Grammar School can accommodate up to 54 boarders (boys only). There are two separate boarding houses on the school campus. At the time of the additional Inspection Visit School House (Senior) had 32 boarders but can accommodate up to 34 boarders and has six staff. Denton House had sixteen boarders but can accommodate up to 20 boarders and has four staff. Each Boarding House has a Head of Boarding who is also teacher at the school. School House and Denton House have separate staff and separate staff rotas. Both houses were well staffed and had satisfactory cover at nights and weekends. The Inspector was shown the staffing rotas. The staff member 'on call' had their name written on the signing in/out board. Prefects provide additional support. Boarders are aware of which boarding personnel are available. The Housemasters are contactable by mobile phone. Most boarders have their own mobile phone.</p>		

(V). Inspector's assessment of the extent to which any children and staff/carers seen are aware of individual children's plans (where applicable).		
Key findings/Evidence	Standard met?	3
<p>Parents complete a comprehensive medical pro-former with copies kept by the Head of Boarding and the school matrons. Individual files relating to pastoral care are kept in locked files in the Head of Boarding's study.</p> <p>Matrons keep and maintain welfare records of illnesses and medication for each boarder. Medication dispensed by designated persons in the boarding houses is also recorded. A Registered Nurse is available daily in the sickbay. Boarders are registered with a local medical practice as agreed by parents/guardians. The doctor attends the school routinely each week.</p> <p>A lists of relevant health and welfare information is provided for teaching staff.</p>		

FINDINGS ON SPECIFIC OBJECTIVES OF THIS VISIT

This was a useful and constructive first Additional Inspection Visit. Staff were positive, open, friendly and helpful. The Inspector was provided with a comprehensive range of information relating to the schools policies, procedures and boarding practices. Discussions with the Heads of Boarding were amenable and informative.

The policies, procedures and practices relating to consultation with children, complaints, child protection, staffing and welfare care plans were satisfactory but it was noted that ancillary staff, such as the domestic staff, do not receive child protection training although all academic and other boarding staff do. This was discussed with both Heads of Boarding and who acknowledged that this is an area, which requires further consideration.

Both boarding houses were visited and were homely, clean and of a good standard with good quality fixtures and fittings. Each house had a kitchen where the boarders could prepare snacks and bread, butter, jam and milk were provided by the school. The toilets, showers and washing facilities were satisfactory. The younger boarders were in dormitories or shared rooms but the more senior boarders had single study bedrooms. All boarders had adequate personal space, storage and privacy.

The school's last welfare inspection visit was by Leicester County Council Social Services Inspection Unit on 14th November 2001. All recommendations following this visit had been addressed.

The Headmaster was advised that the school was to have a full Announced Welfare Inspection by the NCSC during the inspection year 2004/2005. This would be arranged at a later date and take place at a mutually acceptable time.

FOLLOW UP OF PREVIOUS REQUIRED ACTIONS FOR UNANNOUNCED, MONITORING AND FOLLOW UP VISITS

Requirements from last Inspection visit fully actioned?

NA

If No, the findings of this inspection on any Required Actions not implemented are listed below:

REQUIRED ACTIONS

Identified below are areas not yet addressed from the last inspection report which indicate a non-compliance with applicable Regulations or Standards under the Care Standards Act 2000.

No.	Regulation if applicable	Standard	Required actions	
			NONE	

Action is being taken by the National Care Standards Commission to monitor compliance with the above requirements.

Compliance with Conditions of Registration (if applicable)

for Unannounced, Monitoring and Follow up Visits

(Establishments Registered as Children's Homes or Residential Family Centres, Independent Fostering Agencies or Voluntary Adoption Agencies only)

Providers and managers of registered services must comply with statutory conditions of their registration. The conditions applying to this registration are listed below, with the inspector's assessment of compliance from the evidence at the time of this Additional Inspection Visit.

Condition	Compliance	
No conditions apply		
Comments		

Condition	Compliance	
Comments		

Condition	Compliance	
Comments		

Lead Inspector Carole Burgess

Signature _____

Locality Manager Sue Shaw

Signature _____

Date _____

FURTHER ISSUES RAISED OR DISCUSSED AT THIS VISIT

The following further issues, not already identified in this report, were raised with the inspector, identified by the inspector, or discussed at this visit, with the conclusions identified below.

Issues raised by children:

There were no specific issues raised by the boarders. Two upper sixth form boarders were spoken to. All other boarders were in lessons. The boarders spoken to said that had enjoyed boarding at Loughborough Grammar School. Both said that they would miss the school and that the boarding provided a quiet, peaceful, friendly, homely and supportive atmosphere in which to study.

Issues raised by staff or carers:

Head of Boarding (Junior) raised a query regarding General Practitioner night cover for the boarding house. This is not provided but the nursing staff are 'on call' and/or NHS Direct are contacted for advice. The school nurses attend as required and staff are available to take boarders to hospital where this is necessary. This is a satisfactory arrangement.

The Head of Boarding (Junior) also raised the issue of punishments. Lines are no longer given for misdemeanours in the boarding house as one boarder pointed out that if he was naughty at home his mum would not give him lines. This promotes a more homely atmosphere in the boarding house and is to be commended.

Issues raised by inspector:

It was confirmed to the Inspector that there is a comfortable relationship between the ancillary boarding staff e.g. domestic staff and the boarders who on occasions may confide their concerns or problems to them. However, it was noted that the ancillary staff do not receive Child Protection training. The Heads of Boarding acknowledged that this is an area which may require consideration.

REQUIRED ACTIONS FOLLOWING THIS INSPECTION

REQUIRED ACTIONS

Identified below are the actions required following this Additional Inspection Visit, either outstanding from the previous inspection or identified subsequently or at this visit. Action is required on these areas within the given timescales in order to meet the statutory requirements under the Care Standards Act 2000, Children Act 1989, or applicable Regulations and National Minimum Standards.

No.	Regulation if applicable	Standard *	Requirement	
			NONE	

GOOD PRACTICE RECOMMENDATIONS FROM THIS INSPECTION

Identified below are any additional areas arising from this visit which relate to the National Minimum Standards and are seen as good practice issues to be considered for implementation.

No.	Refer to Standard *	Recommendation Action
1	BS3	The Responsible Individual is recommended in accordance with Standard 3.5 to ensure that all staff, at all levels, (including newly appointed and ancillary staff) have been given briefing or training on responding to suspicions or allegations of abuse and know what actions to take in response to such suspicions or allegations.

Note: Standard code is in respect of the relevant service; e.g.
BS = Boarding School, CH = Children's Home, etc

INSPECTOR'S DECLARATION

(where applicable)

Not Applicable

Lead Inspector Not Applicable **Signature** _____

Date _____

Public reports

It should be noted that all NCSC inspection reports are public documents.

PROVIDER'S RESPONSE

Registered Person's comments/confirmation relating to the content and accuracy of the report for the above inspection.

We would welcome comments on the content of this report relating to the Inspection conducted on 9th March 2004 and any factual inaccuracies:

Please limit your comments to one side of A4 if possible

Action taken by the NCSC in response to provider comments:

Amendments to the report were necessary

Comments were received from the provider

Provider comments/factual amendments were incorporated into the final inspection report

Provider comments are available on file at the Area Office but have not been incorporated into the final inspection report. The inspector believes the report to be factually accurate

Note:

In instances where there is a major difference of view between the Inspector and the Registered Provider both views will be made available on request to the Area Office.

Please provide the Commission with a written Action Plan by 14th April 2004, which indicates how required or recommended actions and good practice recommendations are to be addressed and stating a clear timescale for completion. This will be kept on file and made available on request.

Status of the Provider's Action Plan at time of publication of the final inspection report:

Action plan was required

Action plan was received at the point of publication

Action plan covers all the statutory requirements in a timely fashion

Action plan did not cover all the statutory requirements and required further discussion

Provider has declined to provide an action plan

Other: <enter details here>

Public reports

It should be noted that all NCSC inspection reports are public documents. Reports on children's homes are only obtainable on personal application to NCSC offices.

PROVIDER'S AGREEMENT

Registered Person's statement of agreement/comments: Please complete the relevant section that applies.

I Mr P Fisher of Loughborough Grammar School confirm that the contents of this report are a fair and accurate representation of the facts relating to the inspection conducted on the above date(s) and that I agree with the required/recommended actions made and will seek to comply with these.

Print Name _____

Signature _____

Designation _____

Date _____

Or

I Mr P Fisher of Loughborough Grammar School am unable to confirm that the contents of this report are a fair and accurate representation of the facts relating to the inspection conducted on the above date(s) for the following reasons:

Print Name _____

Signature _____

Designation _____

Date _____

Note: In instance where there is a profound difference of view between the Inspector and the Registered Provider both views will be reported. Please attach any extra pages, as applicable.