

# Henshaws College

## Monitoring visit report

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**Unique reference number:** 121777

**Name of lead inspector:** Charlie Henry HMI

**Last day of inspection:** 26 September 2013

**Type of provider:** Independent specialist college

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## Monitoring Visit: Main Findings

### Context and focus of visit

This was an unannounced monitoring inspection, which focused on the college's safeguarding procedures following concerns that had been brought to Ofsted's attention. The inspection was carried out by one of Her Majesty's Inspectors.

The last full inspection of Henshaws College took place in November 2011 when inspectors judged the college's overall effectiveness, including its effectiveness in promoting the safeguarding of students, to be good.

There have been significant changes in the management and organisation of the college since its last inspection. The senior leadership team has been reconfigured to reflect the changes that have been made to the education and training programmes provided for the students. The college no longer has a Principal role. A managing director for education and training and a head of education have been appointed.

### Theme

#### Safeguarding

The inspector interviewed two newly enrolled students for short periods of time during the inspection. Both were happy at college and knew to which member of staff they should refer if they were unhappy or had any difficulties.

The single central register does not provide confirmation that all of the important recruitment checks on members of staff and trustees have been satisfactorily undertaken and is not up to date. Given this situation, the college managers and trustees cannot have confidence that members of staff do not work with students until all of the required checks, including from the Disclosure and Barring Service, have been completed. The college's safeguarding policy has not been updated to take account of changes in statutory guidance on staff recruitment checks.

All new staff receive training regarding the safeguarding of vulnerable adults and the protection of children as part of their induction. In addition, there is an expectation that all staff will have an annual update to this training. The college's most recent records show, however, that a number of staff have not received this update. These records also included the names of two members of staff who no longer work at the college. Procedures have insufficient rigour to ensure that when a member of staff misses a training event they will complete it at the next opportunity. Furthermore the training that is provided has not been updated recently and does not, for example, include issues around e-safety. This is a very significant omission given the importance of this aspect of safeguarding.

The designated person for safeguarding vulnerable adults and child protection has undertaken additional training. However, there is a lack of clarity about the

subsequent training that is required, or its frequency, to ensure that this key post holder remains up to date.

The college has worked well with the student council to prepare policy statements, concerning such topics as equality and diversity, safeguarding, and bullying in language that can be understood by most students. However, the college has not carried out sufficient monitoring of these policies to ensure they are effective and to identify where improvements could be made. For example, staff do not record or track systematically concerns raised by individual students and there is a lack of collation and analysis of this information at whole-college level. The policy statement that students are required to sign regarding e-safety is too complex.

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