

Grantham College

Stonebridge Road, Grantham, Lincolnshire NG31 9AP

Inspection of residential provision

Inspected under the social care common inspection framework

Information about this further education college with residential accommodation

Grantham College provides further, higher and adult education courses. Residential accommodation for young people who are under 18 consists of 46 en-suite bedrooms in a purpose-built accommodation block. At the time of inspection, 17 residents were under 18 years old.

Inspection dates: 19 to 21 November 2019

Overall experiences and progress of young people, taking in account **good**

How well young people are helped and protected **good**

The effectiveness of leaders and managers **good**

The college provides effective services that meet the requirements for good.

Overall judgement at last inspection: requires improvement to be good

Date of last inspection: 30 January 2018

What does the college need to do to improve?

Recommendations

- Ensure that the college's designated safeguarding lead and their deputies undertake the required training every two years in line with 'Keeping children safe in education', September 2019. (Linked to NMS 11.2)
- Leaders should ensure that the manager who has day-to-day responsibility for the residential provision has the required qualification. (Linked to NMS 13.3)
- Leaders and managers should ensure, in line with their policies and procedures, that staff have received the requisite training to provide supervision to young people in the residential areas. (Linked to NMS 15.5)
- Leaders and managers should ensure that written records have an increased focus on the welfare of young people. (Linked to NMS 13.8, appendix 2)
- Leaders should consider strengthening the college's employment policy in relation to the process for taking up references for prospective employees in the residential areas, to reflect statutory guidance. (Linked to 'Keeping children safe in education', September 2019)

Inspection judgements

Overall experiences and progress of young people: good

Young people are very happy. They make friends quickly and enjoy a wide range of stimulating and fun activities. Young people make good progress on their chosen course of study, often better progress than the wider student population. Young people are well supported by college staff.

Staff provide a comprehensive induction programme to help young people become acquainted with wider college life and adapt to living in residence. This helps young people settle quickly and start to make progress. Staff undertake a careful assessment of young people's abilities and skills, identifying additional support that might be required.

Young people enjoy and benefit from good relationships with staff. Young people can turn to staff for advice, support and guidance. Staff work effectively, in partnership with specialist agencies, to ensure that young people receive the help that they need to address emotional and mental health issues.

Staff respect young people's diversity and individuality. Difference is celebrated. Young people receive very good support when making choices around sexuality and gender. This helps young people to grow in confidence.

The residential accommodation is much improved since the last inspection. Residential areas have been refurbished. There is a better standard of decoration, especially in the kitchen areas. Young people like their rooms. They also enjoy the wider college

resources, such the gym. Leaders and managers have better oversight of the accommodation, so any problems are quickly rectified.

There are regular 'student voice' meetings at which young people can express any concerns about the residence or wider college life. Staff and managers listen and respond to young people's views. For example, problems with internet connection have been addressed.

The implementation of an electronic recording system has improved the standard of record-keeping. Records are now easily accessible and easier to understand. Recording would be further strengthened with more emphasis on recording information pertaining to young people's welfare as opposed domestic tasks.

How well young people are helped and protected: good

Young people are safe and they feel safe. Residential areas are secure and welcoming. There is always sufficient adult supervision of the residences.

Staff set clear behavioural expectations, as any responsible carer would. For example, night-time curfews are strictly enforced. The behaviour of young people is generally good. They understand the rules. Appropriate disciplinary action is taken when rules are broken. When staff have concerns about the behaviour of young people, they communicate with parents to rectify problems quickly.

Leaders, managers and staff have developed a strong safeguarding culture in the residential accommodation. The college's safeguarding team ensures that any safeguarding concerns are referred to appropriate agencies immediately. Managers are always available to provide advice to residential staff if safeguarding issues emerge.

The designated safeguarding team meets on a regular basis to share information and review any concerns. Staff and managers have undertaken the required safeguarding training and understand their safeguarding roles well. However, the college policy in relation to the frequency of training does not reflect the expectation, set out in statutory guidance, that training of designated safeguarding leads should take place every two years.

Young people do not engage in drug or alcohol use in the residential areas. Relationships between young people are good. There is no bullying. Young people are respectful of each other. This means that the residential areas are calm and settled and that young people develop strong friendships.

Young people are provided with a comprehensive health and safety briefing during their induction. Additionally, senior managers complete unannounced site visits to ensure that health and safety measures are adhered to. Fire risk assessments are completed, and evacuations practised regularly.

College leaders should consider strengthening the employment policy, to provide clarity

about reference checks for prospective new employees. This will provide leaders with reassurance that their policy is in line with statutory guidance.

The effectiveness of leaders and managers: good

The leadership team is strong and effective. They took decisive action to meet the recommendations made at the last inspection. As a result, there has been a marked improvement in the residential accommodation.

Governors provide effective scrutiny, support and challenge. Governors regularly visit the residence and speak to the young people. A governor attends the 'student voice' meetings. This ensures that governors have a good understanding of the residential provision and the challenges and vulnerabilities of residential students.

Leaders undertake effective quality assurance audits and seek the views of young people, their families and other stakeholders. Leaders take prompt action to address any weakness that is identified.

Staff training is good. Staff undertake a broad range of relevant courses that support them to provide good care for young people. However, the manager with day-to-day responsibility for the boarding provision does not yet have the required qualification. Additionally, in line with the college policy, leaders should consider how they can ensure that all staff working in residence complete an appropriate care qualification.

Information about this inspection

Inspectors have looked closely at the experiences and progress of young people. Inspectors considered the quality of work and the differences made to the lives of young people. They watched how professional staff work with young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to young people and their families. In addition, the inspectors have tried to understand what the college knows about how well it is performing, how well it is doing and what difference it is making for the young people whom it is trying to help, protect and look after.

Using the 'Social care common inspection framework', this inspection was carried out under the Children Act 1989 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the national minimum standards.

Further education college with residential accommodation details

Social care unique reference number: SC039105

Principal/CEO: Paul Deane

Inspectors

Phillip Morris, social care inspector

Joanne Vyas, social care inspector

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