

# Cardiff Sixth Form College, Cambridge

89 Regent Street, Cambridge, Cambridgeshire CB2 1AW

**Inspection date**

17 July 2023

**Overall outcome**

**The school is likely to meet the relevant independent school standards if the material change relating to the school provision is implemented**

**Boarding provision outcome**

**The school is likely to meet the relevant national minimum standards if the material change relating to the boarding provision is implemented**

## Main inspection findings

Part 3. Welfare, health and safety of pupils  
Part 6. Provision of information

*Paragraph 7, 7(a), 7(b), 32(1), 32(1)(c)*

- There is an up-to-date safeguarding policy on the school's website.
- Leaders have established robust systems, in line with their policy, to protect and care for pupils. Staff and leaders identify and act on any concerns about pupils. Staff have the relevant training needed to fulfil their roles. Leaders apply common sense, judgement and up-to-date legal guidance when responding to concerns that are raised. This includes any concerns about staff.
- Following the boarding provision inspection in February 2023, a recommendation was made to further improve record-keeping in relation to low-level concerns. Leaders have taken action to improve the systems that are already in place. However, record-keeping in regard to specific decisions when reviewing concerns is not consistently well detailed.
- Leaders have coherent plans to increase leadership capacity to ensure sufficient safeguarding oversight should the material change request be agreed. This includes an additional two deputy designated safeguarding leads (DSLs) to support the current leaders in place. Leaders' plans to develop safeguarding practices further are sustainable alongside the proposed increase in pupil numbers.
- The requirements of the independent school standards (the standards) in these parts are likely to be met if the recommended material change is approved.

### *Paragraph 11*

- The health and safety policy is comprehensive and regularly reviewed. Leaders and the proprietor carry out regular and detailed checks to ensure that the policy is being implemented effectively.
- Leaders have systems in place to respond to any priority actions that are identified to improve safety further on the school premises. Health and safety practices in place provide assurance that a proportionate increase in pupil numbers is appropriate.
- The requirements of this independent school standard are likely to be met if the recommended material change is approved.

### *Paragraph 12*

- Leaders have the appropriate certification to demonstrate that regular fire safety checks are carried out by the relevant authority. Leaders carry out regular fire evacuation practices.
- Fire risk assessments were appropriate and well considered for the current provision. However, leaders' application had not considered all aspects of fire risk assessment for the proposed increase in pupil numbers. This was related to the maximum occupancy numbers. Leaders were able to find this information through liaison with their accredited fire safety contractor. This information has informed the recommended increase in pupil numbers.
- Leaders can demonstrate that they have considered a wide range of options for staggering the use of facilities, timetabling lessons and adjusting dining arrangements to ensure that fire risks identified are suitably controlled in relation to the recommended increase in pupil numbers.
- The requirements of this independent school standard are likely to be met if the recommended material change is approved.

### *Paragraph 14*

- Leaders consider carefully how best to support the needs of individual pupils when they are determining the level of supervision that is required in different locations. Supervision arrangements consider both the safety and personal and social needs of pupils.
- Leaders have secure plans in place to maintain appropriate levels of supervision as the number of pupils at the school increases.
- The requirements of this independent school standard are likely to be met if the recommended material change is approved.

### *Paragraph 16*

- Leaders have a rigorous and robust approach to assessing risk. This supports the safety and welfare of all pupils.
- Detailed and purposeful risk assessments typically identify the risks associated with specific locations and activities. Fire risk assessments for the education premises lacked some details for the proposed change, which were resolved while inspectors were on site.

- Risk assessments in both the education and boarding settings inform effective planning and reduce the identified risks effectively. These systems are likely to be sustainably reliable as the numbers of pupils increase.
- The requirements of this independent school standard are likely to be met if the recommended material change is approved.

#### Part 4. Suitability of staff, supply staff, and proprietors

*Paragraph 17, 18(2)–18(3), 19(2)–19(3), 20(6)–20(6)(c), 21(1)–21(8)*

- Leaders ensure that all the required checks are carried out before a member of staff is employed to work at the school. The proprietor ensures that the school's procedures are followed rigorously for all staff appointments. This includes the appointment of school governors and robust checks on staff who have lived and worked overseas.
- The single central record of pre-employment checks is comprehensive, well managed and up to date. It is checked regularly by the relevant senior staff.
- The standards in this part are likely to be met if the recommended material change is approved.

#### Part 5. Premises of and accommodation at schools

*Paragraph 22–29(1)(b), 31–31(c)*

- The school premises are well maintained. Classrooms are well resourced and organised. Leaders demonstrate that the existing premises available are suitable for providing education for an increased number of pupils.
- To prepare for an increase in pupil numbers, leaders have renovated and are in the process of furnishing classroom spaces. Leaders are investing in new laboratory facilities that will support increased capacity to deliver high-quality, specialised learning environments. Leaders also have effective plans for increased space for pupils to spend leisure and learning time, such as the addition of a music practice room.
- Leaders have planned access for a larger number of pupils who will need to access facilities such as toilets and spaces to meet their medical needs.
- The standards in this part are likely to be met if the recommended material change is approved.

#### Part 8. Quality of leadership in and management of schools

*Paragraph 34(1)–34(2)*

- The proprietor body and school leaders demonstrate a secure knowledge and understanding of the independent school standards. They routinely check that the standards continue to be met.
- The previous inspections of both the school and the boarding provision highlighted areas for the proprietorial body to address. These include more robust record-keeping in regard to safeguarding and considerations for the wider leisure opportunities

available to pupils. Leaders demonstrate that they can develop these aspects of provision alongside a measured and proportionate increase in capacity.

- The standards in this part are likely to be met if the recommended material change is approved.

#### Boarding provision

The likely effectiveness of leaders and managers to ensure that the national minimum standards are likely to be met

- The accommodation is suitable, with a total of 104 rooms available to boarders across three separate boarding blocks. All rooms are all single bedded and en suite. They all include a shower, a desk and storage facilities. Inspectors found that a very small number of rooms required some minor action to be improved.
- Arrangements for staff accommodation are appropriate. A standalone section of the ground floor is set aside for four staff. Staff accommodation is separated from boarding accommodation via key-fob access. Boarders will not be able to access this, although they will be able to contact staff if needed.
- Leaders have invested in creating an additional six rooms that will be used by staff if the numbers of pupils increase. This will ensure high levels of supervision of boarders.
- Access to the grounds and the accommodation is controlled by secure key-fob entry. There is an appropriate range of security measures to ensure that boarders are kept safe.
- A qualified nurse is in post. This position will increase to a full-time post in order to serve the needs of a larger number of boarders. In addition, the school is in the process of recruiting a welfare officer to support the wider welfare needs of more boarders.
- An appropriate medical facility is in place for boarders who need additional help and care. This area has appropriate toilet and washing facilities.
- Boarders will have access to adequate laundry facilities as numbers increase.
- Each accommodation area has appropriate food preparation and storage facilities. Managers have plans to provide lunch and evening meals on a different site to accommodate the increased numbers of boarders. This will be undertaken in separate sittings between different groups of boarders. Managers ensure that they are aware of all food allergies and risk assess this appropriately.
- Fire risk assessments were completed for the boarding blocks on 14 July 2023. As the material change visit took place on 17 July 2023, the completed risk assessment documents had yet to be received by the school. Verbal assurances were provided by those responsible for site safety that no concerns had been identified during these risk assessments. The school has carried out termly fire drills in the boarding accommodation.
- Health and safety checks are completed. Proposals outlined appear likely to ensure that health and safety standards are met.

- Safeguarding policies are in place. Leaders and managers are alert to the upcoming changes in 'Keeping Children Safe in Education 2023' and have begun to consider how to implement these.
- Leaders have taken some steps to address the point for improvement made at the social care inspection in February 2023.
- Leaders plan to add additional capacity to support safeguarding arrangements if they increase the numbers of boarders on site. Leaders have appropriate awareness of up-to-date legal guidance and how to deal appropriately with safeguarding concerns. There are appropriate safeguarding induction arrangements for boarders. Leaders undertake appropriate pre-employment checks on all adults who are to work with boarders. Safeguarding policies are appropriate and in place.
- The staff team will constitute a head of pastoral care and boarding, one senior house parent, four house parents and two graduate residential assistants. The management team will be increasing, with the head of pastoral care and boarding becoming a full-time role. The overall evidence suggests that the leadership and management arrangements are secure and will be further supported by an increase in management capacity. Most of the boarding staff needed to support the proposed increase in boarders are in post, and the management team has considered contingency planning for the possible departure of the senior house parent.

#### Boarding provision

The national minimum standards that were assessed during this inspection

- Standard 2 – Management and development of boarding
- Standard 4 – Boarding accommodation
- Standard 5 – Boarders' possessions
- Standard 6 – Provision and preparation of food and drinks
- Standard 7 – Boarders' health and well-being
- Standard 8 – Safeguarding
- Standard 9 – Safety of boarders
- Standard 10 – Fire precautions and drills
- Standard 19 – Staff recruitment and checks on other adults
- Standard 20 – Staffing and supervision

## **Compliance with regulatory requirements and national minimum standards for boarding schools**

The school is likely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards'), the national minimum standards for boarding schools and associated requirements that are relevant to the material change.

## School details

Unique reference number	149027
DfE registration number	873/6058
Inspection number	10300435

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent school
School status	Independent boarding school
Proprietor	Dukes Education Limited
Chair	Aatif Hassan
Headteacher	Julian Davies
Annual fees (day pupils)	£49,300
Telephone number	01223 903080
Website	www.ccoex.com
Email address	julian.davies@ccoex.com
Date of previous standard inspection	16 to 18 May 2023

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Number of pupils on the school roll	20	110	80

### *Reason for inspector's recommendations*

The original proposal made by the school was for an increase in the maximum capacity of pupils and boarders from 39 to 110. The inspection team is recommending an increase to a maximum of 80. During the visit, it was evident that leaders' application had not considered all aspects of fire risk assessment for the proposed increase in pupil numbers. This was related to the maximum occupancy numbers of buildings used for education and dining. The recommended increase considers all gathered evidence and leaders' sustainable approach to responding to priorities arising from the recent boarding

and school inspections. The school is likely to meet all the relevant standards if the recommended material change is approved.

### **Information about this school**

- The school was first registered on 30 June 2022. The school received its first standard inspection in May 2023 and was judged to be good in all areas. The school received its first inspection of boarding provision in February 2023 and was judged to be good.
- The proprietor body has established a governing body that takes on some delegated responsibilities.
- The school caters for international pupils aged from 14 to 19 years. Admission is selective via examination.
- Currently, all students are in Year 12.
- The school does not currently make use of supply staff or alternative provision.
- A head of pastoral care and boarding is in post.
- There are no spouses or adults who are not employed by the school living on site.

## Information about this inspection

- This inspection was commissioned by the Department for Education to consider the school's request for a material change. The proprietor body requested to increase the maximum permitted number of pupils on the school roll from 39 to 110 pupils, with boarding capacity for 104.
- The purpose of the inspection was to establish whether the school is likely to meet the relevant independent school standards if the registration authority were to grant the requested material change.
- Inspectors met with the headteacher, the head of pastoral care and boarding and the DSL and the college administrator.
- Inspectors scrutinised the information and policies that are published on the school website.
- Inspectors reviewed the school's arrangements for safeguarding pupils and staff. Inspectors looked at the school's single central record of the checks that leaders carry out before staff are employed to work at the school.
- Inspectors reviewed a range of additional documentation, including the school's health and safety policy, risk assessments and fire safety checks.
- Inspectors toured the school premises, including the boarding accommodation, with senior leaders. This included visiting the additional accommodation in place to support the increase in pupil and boarder numbers and checking that this is compliant with the relevant standards.

## Inspection team

Kristian Hewitt, lead inspector

His Majesty's Inspector

Ashley Hinson

Social Care Regulatory Inspector

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