



INDEPENDENT SCHOOLS INSPECTORATE

SALISBURY CATHEDRAL SCHOOL

BOARDING WELFARE

INTERMEDIATE INSPECTION

INDEPENDENT SCHOOLS INSPECTORATE

Salisbury Cathedral School

Full Name of School	Salisbury Cathedral School		
DfE Number	865/6022		
Registered Charity Number	309485		
Address	Salisbury Cathedral School 1 The Close Salisbury Wiltshire SP1 2EQ		
Telephone Number	01722 555300		
Fax Number	01722 410910		
Email Address	headsec@salisburycathedralschool.com		
Head	Mr Clive Marriott		
Chair of Governors	The Very Revd June Osborne		
Age Range	4 to 13		
Total Number of Pupils	190		
Gender of Pupils	Mixed (116 boys; 74 girls)		
Numbers by Age	3-5 (EYFS):	31	5-13: 159
Number of Day Pupils	Total:	135	
Number of Boarders	Total:	55	
	Full:	21	Flexi: 34
Inspection dates	09 Jun 2015 to 11 Jun 2015		

PREFACE

This inspection report follows the *ISI schedule* for intermediate inspections, focusing primarily on compliance with the National Minimum Standards for Boarding Schools (NMS). The inspection occurs over a period of two and a half continuous days in the school.

The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools belonging to the Independent Schools Council (ISC) Associations and reporting on compliance with the Education (Independent School Standards) Regulations 2014, as amended. This inspection focuses on the school's compliance with the National Minimum Standards for Boarding Schools. It comments on the progress made by the school in meeting the recommendations set out in the most recent statutory boarding inspection.

The inspection of the school is from an educational perspective and provides limited inspection of other aspects, although inspectors comment on any significant hazards or problems they encounter which have an adverse impact on children. The inspection does not include:

- (i) an exhaustive health and safety audit
- (ii) an in-depth examination of the structural condition of the school, its services or other physical features
- (iii) an investigation of the financial viability of the school or its accounting procedures
- (iv) an in-depth investigation of the school's compliance with employment law.

Inspectors may be aware of individual safeguarding concerns, allegations and complaints as part of the inspection process. Such matters will not usually be referred to in the published report but will have been considered by the team in reaching their judgement.

INSPECTION EVIDENCE

The inspectors conducted formal interviews with boarders, held discussions with senior members of staff and with the chair of governors and governors, observed a sample of the extra-curricular activities that occurred during the inspection period and attended registration sessions. Inspectors visited the boarding house and the facilities for sick or injured pupils. The responses of parents and boarding pupils to pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the school.

Inspectors

Mrs Maureen Bradley

Reporting Inspector

Mr Stephen Yeo

Team Inspector for Boarding (Headmaster, IAPS School)

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1. THE CHARACTERISTICS OF THE SCHOOL

- 1.1 Salisbury Cathedral School in Salisbury, Wiltshire, is a co-educational day, boarding and choir school for pupils aged from 3 to 13. The school is situated in 27 acres of grounds in the south-east corner of the Cathedral Close with the Bishop's Palace at its heart. It traces its origins to 1091 and throughout its long history has provided education for the boy choristers of Salisbury Cathedral and for girl choristers since 1991. The school has a Christian ethos. The Cathedral Chapter, the governing body of the cathedral, has ultimate responsibility for the appointment of the board of governors for the school, a number of whom are also chapter members. The Dean of Salisbury is the chair of governors and the composition of the board reflects the school's close association with the cathedral.
- 1.2 The school aims to provide a rounded and fulfilling educational experience, through which confidence is gained and a love of learning is instilled. It seeks to promote academic excellence and to provide wide-ranging opportunities which will enable pupils to develop skills and talents that equip them for life. In boarding it seeks to provide a caring and happy environment and a strong community with Christian values at its core.
- 1.3 At the time of the inspection, there were 190 pupils in the school, including 55 boarders, of whom 21 were full boarders (both choristers and non-choristers), 16 flexi-boarders and 18 chorister boarders, who board to fulfil their choral duties during exeats and in the lead up to Christmas, Easter and one week beyond the end of the summer term. The 17 boy and 16 girl cathedral choristers are all educated at the school. Day pupils travel to the school from the surrounding area and most boarders are from southern areas of the UK. Pupils come from families with a wide range of professional backgrounds. The school has identified 24 pupils with special educational needs and/or disabilities (SEND) of whom all receive specialist learning support from the school. The school has 3 pupils who require some support for English as an additional language (EAL).
- 1.4 The school has one boarding house situated in the Cathedral Close. The school accommodates the choristers' duties in the cathedral out of school term time and at weekends. Since the school's previous boarding inspection in May 2012 a new headmaster has been appointed and the senior leadership team (SLT) has been restructured. The boarding house has undergone some minor refurbishment.
- 1.5 National Curriculum nomenclature is used throughout this report to refer to year groups in the school.

2. SUMMARY

(i) Compliance with regulatory requirements

2.1 The school meets all the National Minimum Standards for Boarding Schools 2015.

(ii) Recommendation for further improvement

1. Develop a system of annual self-evaluation of boarding practice and procedures.

(iii) Progress since the previous inspection

2.2 The previous boarding welfare inspection was undertaken by ISI in May 2012 as part of the integrated inspection. The recommendations to increase time for managerial duties by the SLT and introduce a more regular system of appraisal for all staff have been achieved.

3. COMPLIANCE WITH NATIONAL MINIMUM STANDARDS

3.(a) Boarding provision and care

- 3.1 The school meets all of the NMS under this section.
- 3.2 There is an appropriate process of induction in place for new boarders and a comprehensive boarding handbook is provided for boarders and their parents. Boarders are made familiar with house and school routines often on an individual basis as many pupils are flexi-boarders or only board in the school holidays when they are required to be in school for chorister duties. Contact details are displayed for various helplines including the office of the Children's Commissioner and an independent listener who is known to boarders. [NMS 2]
- 3.3 An appropriate system of health care is provided with suitable policies and procedures implemented effectively. Medical care is provided primarily in the school surgery but facilities are also available in a surgery in the boarding house. During the day the boarders are under the care of qualified nurses supported by school matrons. Both the surgery in the boarding house and that in school are suitably equipped and well regulated with medications securely stored. Records showing the administration of medicines and treatment plans are kept secure and shared daily between the two surgeries. The boarders are only allowed to self-medicate under supervision by staff. Full boarders are registered with a local doctor who visits if required and appointments with dentists and opticians are arranged if needed. The confidentiality of boarders is fully respected. [NMS 3]
- 3.4 Boarders contact their families mostly by house telephones which provide suitable privacy. Few boarders have a mobile phone but they do have access to the internet to contact home. [NMS 4]
- 3.5 Boarding accommodation is in a suitably equipped house with separate areas for boys and girls. It is clean and well lit with appropriate heating and ventilation. Furnishings are comfortable in the bedrooms and recreational areas and the house is well maintained. There is adequate space in bedrooms and bedding is warm and clean; boarders are encouraged to personalise their rooms. There are suitable facilities for doing homework in the house and in school. Toilets, showers and bathrooms are clean, appropriate in number and offer suitable privacy. The boarding house accommodation is for the sole use of the boarders during term time. No unauthorised access is permitted and CCTV and other security arrangements do not intrude unreasonably on the boarders' privacy. [NMS 5]
- 3.6 Boarders receive a balanced and nutritious diet. Food is plentiful and of good quality. The school takes care to ensure that any special dietary requirements are catered to and there is a clear list of those who have food allergies. The kitchens and serving areas are suitably equipped with high standards of hygiene. In addition to main meals boarders have access to snacks and drinks at teatime and bedtime and fresh fruit is always available. There is good provision of drinking water. [NMS 8]
- 3.7 Provision is made for boarders' possessions to be kept safe. Valuable or private items are kept in lockable boxes in bedrooms and money is not brought into school. Boarders' pocket money is provided by the school for trips and other activities. A stock of stationery and toiletries is available in school and other emergency items are purchased by the house staff. The school laundry efficiently manages the

cleaning of large items of clothing or bedding and the house laundry is responsible for smaller items. The system ensures that personal items are returned safely to each boarder. [NMS 9]

- 3.8 The activities offered to boarders during the week and at weekends are varied. Boarders report enjoying some periods of time to relax at weekends and they particularly like the trips organised for them. The work commitments of the chorister boarders are carefully monitored to ensure that their duties are managed effectively and are not too onerous. Extra relaxation time is provided for them when necessary. Newspapers and access to the internet and television allow boarders to stay informed about news at home and abroad. [NMS 10]

3.(b) Arrangements for welfare and safeguarding

- 3.9 The school meets all of the NMS under this section.
- 3.10 Health and safety procedures are appropriately managed. A health and safety committee monitors all policy and procedures and any issues are quickly handled. Suitable risk assessments cover all areas of the school site and trips out of school. The school is maintained to a suitable standard to ensure a safe and healthy environment is provided. Records are well documented and governors monitor the efficiency of health and safety procedures at their meetings. [NMS 6]
- 3.11 Fire equipment is tested frequently and is maintained by site staff and outside contractors. A fire audit is completed termly by the school and every two years by outside contractors. Any recommendations are acted upon. Fire risk assessments are thorough and fire marshals are trained for all main areas of the school. Evacuation practices are conducted each term in day and boarding time and all are appropriately recorded and evaluated. [NMS 7]
- 3.12 Child protection procedures are carefully managed. The policy is reviewed by senior management and governors annually and implemented effectively. A dedicated governor for safeguarding has been appointed to monitor the efficiency of procedures. The policy is in line with that of the local safeguarding authority. Training is conducted at the appropriate times for all staff, governors and volunteers and updated annually at the start of each academic year. Training for new staff is through the induction process. Records regarding child protection and welfare concerns are kept secure. [NMS 11]
- 3.13 Effective policies are in place to promote positive behaviour and suitable rewards and sanctions are clearly understood by the boarders. Boarders report that bullying seldom occurs and they trust the staff to handle it quickly and satisfactorily. An effective e-safety policy ensures that the dangers of cyber bullying are known to boarders. Rewards and sanctions are suitably recorded and monitored. Staff are aware of the correct procedures for using restraint and in searching boarders and their possessions although staff report these procedures are rarely needed. [NMS 12]
- 3.14 The school operates safe recruitment procedures for the appointment of staff, governors and volunteers and the central register of appointments is carefully maintained. Appropriate checks are carried out for other adults who live on the school site and suitable arrangements are organised for visitors. The school does not appoint guardians for the few overseas boarders who sometimes attend the school on exchange visits. [NMS 14]

3.(c) Leadership and management of the boarding provision

- 3.15 The school meets all of the NMS under this section.
- 3.16 The principles for boarding are displayed on boarding house noticeboards and are printed in boarding handbooks for staff, boarders and their parents. They reflect the boarding experience enjoyed by boarders. [NMS 1]
- 3.17 The senior leadership and management of the school have recently been restructured and the boarding house has also been recently put under new management. A full boarding review has taken place. This has ensured that boarding development and practice is now more carefully monitored and that procedures are more efficient. The school's leadership and management consistently fulfil their responsibilities effectively to maintain high standards. The house parents and resident staff are all suitably experienced and trained for their responsibilities. Communication between boarding staff and the day staff is through formal methods, including weekly meetings, and informally each day through verbal communication and email. The required records and documents for the house are kept secure and are maintained appropriately. Those parents who responded to the pre-inspection questionnaire were highly satisfied with the leadership and management of the school and the boarding house. [NMS 13]
- 3.18 Staff have access to a two-year appraisal process and frequent training for their responsibilities. Clear job descriptions are provided. There is an appropriate level of supervision in the house and at all times throughout the school day. Supervision of choristers is extremely thorough throughout their early morning and evening commitments in the cathedral. Boarders know how to contact staff whenever needed including at night, when there are at least two members of staff sleeping in the house, with other staff members on call nearby. Registration of boarders is thorough and takes place a number of times during the day and evening and staff understand the procedure if a boarder should go missing. Resident staff have adequate accommodation and the roles of other adults resident in staff households are clear. Boarders do not have access to any staff accommodation. [NMS 15]
- 3.19 Boarders report that they are all treated equally. All procedures ensure that both choristers and non-chorister boarders are treated equally and are not subject to any discrimination. Those who need further help with the development of their English or other special needs have appropriate levels of encouragement and support. [NMS 16]
- 3.20 The school has a number of forums in place to listen to boarders' views and concerns. Boarding meetings take place frequently and a meeting for house prayers also offers boarders the opportunity to discuss any issues and share views. Minutes are kept and feedback provided. Boarders who responded to the pre-inspection questionnaire, and those who were interviewed, reported being happy in school and in boarding and did not have any concerns. [NMS 17]
- 3.21 A clear complaints procedure is available for all parents. Records show that formal complaints are rare and that most concerns are handled informally and quickly in line with the school's published procedures. Concerns regarding boarding are few and are recorded and handled mostly by house staff. [NMS 18]
- 3.22 The school does not have a prefect system in boarding. [NMS 19]
- 3.23 The school does not arrange lodgings for any of the boarders. [NMS 20]