

Advice note for a pre-registration inspection of a free school

School name	Salisbury Sixth Form College
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Reporting inspector	Michael Best

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Information about the inspection

This inspection was conducted by Ofsted at the request of the registration authority for independent schools. It was carried out under section 99 of the Education and Skills Act 2008.¹

Context of the school

The proprietor, Salisbury Sixth Form College, seeks to establish a free school for up to 400 male and female students aged 16 to 19 years in Salisbury. The school will initially occupy a refurbished wing at Wiltshire College – Salisbury Campus, a further education college, pending the construction of purpose-built accommodation on an adjacent vacant brownfield site. The refurbishment of the temporary accommodation started in July 2014 and is due to be completed by the end of the week commencing 18 August 2014. The school plans to open on 3 September 2014 with 200 students, rising to 400 from September 2015. The new build is due to start in September 2014 and the modular build approach should enable the hand-over of sufficient accommodation for 200 students from September 2015 with completion by December 2015 allowing vacation of the temporary accommodation that month.

While the majority of students are likely to be drawn from the city, students will also come from outlying towns and villages. There is a higher than average level of student mobility due to service families relocating to the area. The school will provide a range of A-level courses together with a small number of complementary diploma courses such as forensic science, sport and exercise science, and health and social care. The school seeks registration for 16- to 19-year-olds to take account of those students who, for various reasons, join the sixth form a year later than usual.

Salisbury Sixth Form College aims to be 'a vibrant, fun and inspirational centre of excellence, passionate about ensuring each and every student achieves more than they ever thought possible'.

Compliance with the regulations

Spiritual, moral, social and cultural development of pupils

The school is likely to meet all the requirements for registration. Implementation could not be seen as the school is not yet operating. The proposed programme for students' spiritual, moral, social and cultural development is appropriate for sixth form students and reflects the school's aims. The school's proposed programme to promote students' personal, social and health education is reflected in plans for the taught curriculum, extra-curricular activities and individual support. The school's intended provision includes a learning and support centre for students at risk of falling behind with their studies or who seek pastoral help and guidance.

¹ www.legislation.gov.uk/ukpga/2008/25/section/99

The school's proposed programme focuses on building students' confidence and self-esteem to enable the students to succeed in full-time education and training, and to prepare for their future lives in society and in the workplace. Developing students' respect for themselves and others, their understanding and tolerance of the beliefs and cultures of others, and promoting healthy relationships are core components of the provision. The school's policies and procedures promote high expectations of students' behaviour and attitudes to work. Students will be supported in valuing themselves as individuals; in developing their ability to work on their own and with others; taking part in social and sporting activities with others; making the right decisions when faced with difficult dilemmas; and developing the confidence to learn both from when they succeed and when they make mistakes. Students' cultural development will be promoted through specialist arts provision, visits and visitors. The school's plans include helping students to understand their rights and responsibilities within a democratic society, leading healthy and safe lives, and developing a healthy set of values and attitudes within a clear moral code. Students will learn about civil and criminal law, and develop a broad knowledge of public institutions and services in England through the citizenship element of the provision.

The school has taken suitable steps to ensure that partisan political views are not promoted in the teaching of any subject and, where political issues are brought to the attention of the students, that reasonable steps will be taken to offer a balanced presentation of opposing views at all times. Guidance is provided in the staff handbook and curriculum policy.

Welfare, health and safety of pupils

The school is likely to meet all of the requirements for registration. Implementation could not be seen as the school is not yet operating. The school's safeguarding policy reflects the latest guidance provided by the Secretary of State and includes specific references to the local safeguarding board. The policy provides clear guidance to staff, governors and others about recognising and reporting abuse. The school has formally agreed procedures with the host college to work together on safeguarding and health and safety matters during the time the school is in its temporary accommodation. The Principal designate and designated person for child protection are booked to attend higher level children protection training before the school opens, but written contingency plans are in place for a suitably trained person to take on the designated person role on a temporary basis when the school opens, if necessary, so that requirements are likely to be met. All staff will be provided with appropriate training in safeguarding matters as part of their induction programme prior to the first students being admitted. The Principal designate and others involved in appointing staff have completed recognised training courses in safe recruitment procedures. The school has a suitable policy and procedures for recruiting staff. All the required checks are being made on staff and the members of the proprietorial body as they are appointed, and the single central register is being populated as these checks are completed.

The school's policies for promoting students' good behaviour, preventing bullying and ensuring their health and safety, both in school and when on visits, meet requirements. Consultation and agreement with the host college have resulted in procedures being agreed. Suitable and secure computer-based records will be maintained of the sanctions imposed on students for serious misbehaviour. The first aid policy provides appropriate guidance and named staff will be trained in first aid procedures before the school opens. The school will use a computerised database to provide admission and attendance registers that reflect requirements.

Work on refurbishing the school's premises is scheduled to be completed in August 2014. The Principal designate has arranged for a fire risk assessment to be made as soon as the accommodation is handed over. He has made contingency plans to deal with any required actions or recommendations before the school opens. The required checks are in place on the electrical installation and gas appliances. A fire risk assessment is in place and will be revised before the first students are admitted. The school has due regard to the Equality Act 2010, with an action plan drawn up to improve access to the premises, the curriculum and to information.

Suitability of staff, supply staff, and proprietors

The school is likely to meet all of the requirements for registration. All the required checks are being made on staff and the members of the proprietorial body, including their suitability for working with children, as they are appointed. These are being suitably recorded on the school's single central register. The school's records of the checks made on the identity and qualifications of staff, together with their medical fitness and any other checks, are complete for those already in post and are in the process of being completed for others as they are appointed. The school obtains and checks written references on all applicants in line with safe recruitment guidelines. The school does not intend to employ staff through an agency but is aware of the checking and recording procedures to be followed should this be necessary.

Premises of and accommodation at the school

The school is likely to meet all of the requirements for registration. The area of the college to be used by the school as its temporary accommodation was seen on this inspection visit and discussions held with the Principal designate about the plans for refurbishment. The site of the new building, currently being used as a car park, was also visited. Detailed plans for the new build are in the course of preparation. The temporary accommodation is likely to be appropriate to the needs of students. The school will have its own entrance and exclusive use of the temporary accommodation. This will provide a mix of different-sized teaching rooms, suited to whole-class and tutorial groups. There will be a library and dedicated computer suite. The school is installing an 'air-port' system that will enable students' computer devices to be connected wirelessly to the school's network. Specialist science and games facilities will be available on the college site. There is provision for a student common room and access to a cafeteria. The school has ordered suitable furnishings and equipment and these are awaiting delivery ready for when the first students

arrive in September. The maintenance of the premises, and the arrangements for keeping them clean and tidy, have been agreed with the host college. Appropriate standards of decoration, internal and external lighting, ventilation, heating and flooring are specified in the refurbishment.

The school's plans indicate that all the requirements regarding hot and cold water supplies are likely to be met. The refurbishment of the washroom facilities for students and staff is included in the current plans and they are sufficient for the number of students sought. There will be suitable washroom facilities for disabled people and appropriately equipped medical facilities for students. Drinking water will be available for students. The facilities for physical education and games include suitable changing room facilities and showers. The security of the accommodation and grounds is proportionate to the age of the students and is likely to meet requirements. There is appropriate provision for students' recreation and sport.

Provision of information

The provision is likely to meet all regulations.

Manner in which complaints are to be handled

The provision is likely to meet all regulations.

Recommendation to the Department for Education

Registration

- **YES. This school is likely to meet all regulations when it opens and is recommended for registration.**

Recommended number of day pupils: 400

Recommended number of boarders: N/A

Recommended age range: 16–19 years

Recommended gender of pupils: Mixed

Recommended type of special educational needs: N/A.