



Making Social Care
Better for People

inspection report

Children's Services

Uppingham Boarding School

High Street West

Uppingham

Rutland

LE15 9QE

7th February 2005

Commission for Social Care Inspection

Launched in April 2004, the Commission for Social Care Inspection (CSCI) is the single inspectorate for social care in England.

The Commission combines the work formerly done by the Social Services Inspectorate (SSI), the SSI/Audit Commission Joint Review Team and the National Care Standards Commission.

The role of CSCI is to:

- Promote improvement in social care
- Inspect all social care - for adults and children - in the public, private and voluntary sectors
- Publish annual reports to Parliament on the performance of social care and on the state of the social care market
- Inspect and assess 'Value for Money' of council social services
- Hold performance statistics on social care
- Publish the 'star ratings' for council social services
- Register and inspect services against national standards
- Host the Children's Rights Director role.

Inspection Methods & Findings

SECTION B of this report summarises key findings and evidence from this inspection. The following 4-point scale is used to indicate the extent to which standards have been met or not met by placing the assessed level alongside the phrase "Standard met?"

The 4-point scale ranges from:

- 4 - Standard Exceeded (Commendable)
- 3 - Standard Met (No Shortfalls)
- 2 - Standard Almost Met (Minor Shortfalls)
- 1 - Standard Not Met (Major Shortfalls)

'O' or blank in the 'Standard met?' box denotes standard not assessed on this occasion.

'9' in the 'Standard met?' box denotes standard not applicable.

'X' is used where a percentage value or numerical value is not applicable.

TYPE OF ADDITIONAL INSPECTION VISIT

Statutory Unannounced Inspection	
Follow up of Previous Inspection	YES
Follow up of Enforcement Action	
Complaints Investigation	
Monitoring Visit	
Advisory Visit	
Other	
Specify:	

TYPE OF SERVICE INSPECTED

Children's Home	
Boarding School (not registered as a children's home)	YES
Residential Special School (not registered as a children's home)	
Further Education College	
Residential Family Centre	
Independent Fostering Agency	
Local Authority Fostering Service	
Voluntary Adoption Agency	
Local Authority Adoption Service	
ID Code	
Lead Inspector	1 Mrs Carole Burgess 093706
Name of Further Inspector (if applicable)	2 NA
Name of Further Inspector (if applicable)	3 NA
Name of Further Inspector (if applicable)	4 NA
Name of Lay Assessors (if applicable) Lay assessors are members of the public independent of the CSCI. They accompany inspectors on some inspections and bring a different perspective to the inspection process.	NA
Name of Specialist (e.g. Interpreter/Signer) (if applicable)	NA
Name of Establishment Representative at the time of inspection	Mr N S Merrett Senior Housemaster

Number of Inspector Days spent on site:	0.5
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SPECIFIC OBJECTIVE(S) OF THE VISIT

This was an additional yearly inspection visit to review the specific areas highlighted in this inspection report.

The eleven advisory recommendations made during the Inspection of Boarding Welfare under section 87, Children Act 1989 on 17th March 2003 were completed last year. No further recommendations were made following the Additional Inspection Visit on 23rd January 2004.

The Boarding House visited was Constables. This was a positive Additional Inspection Visit and the Inspector would like to thank the Housemaster, staff and pupils for their assistance.

INSPECTION METHODS USED AT THE VISIT

Inspection of relevant part(s) of premises	YES
Interview with senior staff member in charge	YES
Interview with other staff	YES
Discussion with children	YES
Individual interview with a child	YES
Visit foster/adoptive home	NA
Visit lodgings	YES
Interview foster/adoptive parent	NA
Inspection of relevant records	YES
Inspection of relevant policy/practice documents	YES
Children's survey	NA
Parent survey	NA
Placing authority survey	NA
Foster / adoptive parent survey	NA
Staff survey	NA
Date of Inspection	07/02/05
Time of Inspection	12.30
Duration Of Inspection	4

FINDINGS ON KEY ISSUES TO BE ADDRESSED AT ALL UNANNOUNCED, MONITORING AND FOLLOW UP VISITS

The following scale is used to indicate the extent to which standards have been met or not met by placing the assessed level alongside the phrase "Standard met?"

The scale ranges from:

- | | |
|-------------------------|--------------------|
| 4 - Standard Exceeded | (Commendable) |
| 3 - Standard Met | (No Shortfalls) |
| 2 - Standard Almost Met | (Minor Shortfalls) |
| 1 - Standard Not Met | (Major Shortfalls) |

"0" in the "Standard met?" box denotes standard not assessed on this occasion.

"9" in the "Standard met?" box denotes standard not applicable.

"X" is used where a percentage value or numerical value is not applicable.

(I). Inspector's assessment of the extent to which the requirements for consultation with children are being met.		
Key findings/Evidence	Standard met?	4
<p>Uppingham School has a school council, which meets every two or three weeks. Each pupil year group is represented on the council. An agenda is set and minutes are taken and distributed to all pupils. Some Houses have individual committees to discuss issues such as activities and menus.</p> <p>The Housemaster or Housemistress is directly responsible for the boarders in his/her House. Pupils said that they are able to speak freely to their Housemaster and felt that he listened to their concerns. Pupils are also able to discuss ideas, concerns or problems with tutors and with the House Prefects (Pollies). Each House has a Matron who is viewed as a mother figure who the boarders can turn to for support and advice. There are two school councillors who provide additional help and support for pupils where this is required.</p> <p>Pupils return to their House for meals. Both the Housemaster and the pupils said that supper provides time for the exchange of information. Pupils also said that, although they do not have formal house meetings, they are able to speak to the Housemaster at any time and did not feel that formal meetings were necessary.</p> <p>Pupils said that they felt that their opinions were valued and that, whenever possible, requests were acted upon.</p> <p>The Headmaster and staff are commended for the promotion of an open culture in which pupils are able to voice opinions and play an active and significant roll in the life of the school, especially in their Houses.</p>		

(II). Inspector's assessment of the extent to which the requirements for complaints procedures for children are being met.		
Key findings/Evidence	Standard met?	3
<p>Uppingham School has an appropriate complaints policy and procedure.</p> <p>The complaints policy is detailed within the Pastoral Policies, the Academic and Staff Handbook and the Pupil Complaints procedure, which is displayed in the House on the notice board and in the telephone kiosk. Parents receive a copy of the Pastoral Policy document. Pupils confirmed that they understood the process and those complaints were logged centrally and seen by the Headmaster. Pupils said that they did not have any complaints about the school and enjoyed their life in boarding.</p> <p>It was noted that on some documentation the National Care Standards Commission requires changing to the Commission for Social Care Inspection when policies are next updated.</p> <p>The Responsible Person is recommended to include the Complaints Procedure in 'Uppingham and The New Boy/Girl A Guide For Parents' and/or in the House Handbook.</p>		

(III). Inspector's assessment of the extent of staff knowledge of the required response to allegations or suspicions of abuse of children (child protection and staff/carer reporting procedures).		
Key findings/Evidence	Standard met?	4
<p>Uppingham School has robust child protection policies and procedures. These are specified within the Child Protection Policy, the Academic Handbook, the Boarding House Handbook, and in the matrons' induction files (verified during previous inspections).</p> <p>The school arranges additional training through inset days and with the NSPCC. The Matron of Constables confirmed that she was to attend child protection training through the NSPCC that week. All academic staff attended Boarding Schools Association training in child protection training in December 2004.</p> <p>The school is also provided with a letter from the school councillor, once a term to the school and once a year to the Governors, detailing general and specific areas of concern.</p> <p>The inspector suggests that Pollies should receive guidance relating to child protection procedures from an appropriate person, such as the Housemaster or Matron, to ensure that any disclosure made to them is dealt with correctly.</p> <p>The Headmaster and staff are commended for their continuing commitment to raising the profile and staff awareness of child protection issues.</p> <p>The Responsible Person is recommended to ensure that <u>all</u> staff, including domestic, kitchen and maintenance staff, receive Child Protection guidance/training by an appropriate person.</p>		

(IV). Inspector's assessment of the adequacy of staffing at the time of the visit.		
Key findings/Evidence	Standard met?	3
<p>For the purpose of this visit the Inspector visited Constables. The House has approximately fifty pupils.</p> <p>Each House has a Housemaster or a Housemistress. The role of 'spouse' is defined, if not a joint appointment. All staff have an enhanced Criminal Records Bureau (CRB) check, as do children of staff who are over 18 years who are resident in the House.</p> <p>There is a minimum of one member of staff on duty during the day (when pupils are at school) and there may be as many as six when the pupils return to their House after school. Matron is on duty from 07.30 –14.30 and from 17.30 –19.00. During the morning there is also a chef and a team of five domestic staff. The 'thinnest' times tend to be in the afternoons but there are usually two staff available with a minimum of two staff at night.</p> <p>Pupils are able to contact the Housemaster during the night by pressing a bell, which rings in the Housemasters accommodation. If an emergency situation occurs, and pupils cannot immediately locate an adult, an emergency telephone number is provided, both in the telephone kiosk and in the House Handbook.</p> <p>All Houses have an 'on call' rota for each night. The rota consists of a Housemaster or Housemistress, Matrons and Tutors. There is a procedure to cover 'gaps' in the rota of which staff are aware. Pollies provide added support but are not left 'in charge'.</p> <p>Pupils are aware of which boarding personnel are available and said that they felt that there are sufficient staff at all times.</p>		

(V). Inspector's assessment of the extent to which any children and staff/carers seen are aware of individual children's plans (where applicable).		
Key findings/Evidence	Standard met?	3
<p>Parents complete a medical questionnaire for their child. Where an individual pupil requires a welfare plan this is prepared and a copy is sent to their parents and to their Housemaster or Housemistress. Parents sign to give permission for staff to act in '<i>loco parentis</i>', for emergency treatments, giving prescribed medication and homely remedies such as paracetamol and cough syrup.</p> <p>Each House has a Matron. Matron keeps and maintains comprehensive welfare records of illnesses and medication for each pupil. All Matrons are First Aid trained. The sanatorium is staffed by Registered Nurses. Doctors are available for consultation on a daily basis. A female doctor is available if required.</p> <p>A 'Green File' is kept in the Staff Rooms. This contains key confidential information relating to pupils' welfare and medical requirements. This was not seen by the Inspector on the Additional Inspection Visit but was seen by Inspectors during the previous Inspection in March 2003.</p>		

FINDINGS ON SPECIFIC OBJECTIVES OF THIS VISIT

The objectives of this inspection include an assessment of the following outcomes for pupils who board at Uppingham School in accordance with outcomes specified in 'Every Child Matters' DfES 2004:

- Young people are healthy.
- Young people stay safe.
- Young people enjoy and achieve.
- Young people make a positive contribution.
- Young people achieve economic well-being.

The House visited was Constables where the Inspector took lunch with the pupils and staff.

Young people are healthy - Health & welfare arrangements.

Uppingham School details their arrangements for 'Health' under 'Pastoral Matters' in the Current Information Booklet, which is in the information pack sent to prospective parents. The school has a sanatorium staffed by Registered Nurses. A local General Practitioner holds a daily surgery in the sanatorium. Medical and welfare plans are kept by the nursing staff who ensure that relevant and specific information is provided for academic staff (see section V). The school arranges for pupils to have vaccinations, subject to parental permission and act in *loco parentis* in emergency situations.

Each House has a Matron, responsible to the Housemaster or Housemistress, for the day-to-day health and welfare of the pupils.

Pupils are encouraged to take advantage of the many sporting activities on offer at the school.

Parents can enrol their children into a private medical scheme operated by the school.

The lunch sampled on the day of inspection was a well balance meal with a cooked main course, bread and salad, fruit tart and custard for pudding and water to drink. The pupils said that the meals were usually very good and that there is always enough to have second helpings.

Young people stay safe.

The Houses provide a secure and homely environment. Constables has a security keypad entry system. Windows have window restrictors. There is fire alarm system with fire equipment. Appropriate risk assessments for the school were seen at previous inspections.

Computers are security screened and policies and procedures regarding the use of laptops and mobile phones are reviewed and updated.

Pupils are provided with basic security advice in their House Handbook and have signing in/out system and are aware of the times when they must be in their House. Pupils said that they felt safe and well cared for.

Young people enjoy and achieve.

Uppingham School provides a wide range of academic subjects for its pupils and they are encouraged to enjoy and achieve through an extensive variety of extracurricular activities, which include games, sports, music, art, theatre and drama. Pupils can also join the Combined Cadet Force at the end of the first year or as an alternative can take part in Community Service in the Upper Fifth and Lower Sixth. The Duke of Edinburgh's Award is also available. There are many clubs and societies too numerous to mention.

Young people make a positive contribution.

In addition to the Community Service pupils take part in and support charitable works adopted by Uppingham, such as 'The Mango Tree Orphan Support'. Pupils visited East Africa 2003 and worked with the development project.

Young people achieve economic well-being.

Pupils who are boarders live in well-maintained and 'homely' environments. Food is prepared and eaten in House and is of a good standard. All areas of the House visited on the day of inspection were clean, tidy and well equipped.

Pupils personal allowances: Pupils may have their own bank accounts. The Housemaster can keep pocket money but pupils are encouraged to take responsibility for their allowance as they move up through the school.

Order forms for the Buttery, the School Shop, are available and stamped by the Housemaster, in lieu of cash. Pupils said that their Housemaster had provided help and advice them when they had 'run out of funds'.

**FOLLOW UP OF PREVIOUS REQUIRED ACTIONS
FOR UNANNOUNCED, MONITORING AND FOLLOW UP VISITS**

Requirements from last Inspection visit fully actioned?

NA

If No, the findings of this inspection on any Required Actions not implemented are listed below:

REQUIRED ACTIONS

Identified below are areas not yet addressed from the last inspection report, which indicate a non-compliance with applicable Regulations or Standards under the Care Standards Act 2000.

No.	Regulation if applicable	Standard	Required actions	
			NONE	

Action is being taken by the Commission for Social Care Inspection to monitor compliance with the above requirements.

Compliance with Conditions of Registration (if applicable)

for Unannounced, Monitoring and Follow up Visits

(Establishments Registered as Children's Homes or Residential Family Centres, Independent Fostering Agencies or Voluntary Adoption Agencies only)

Providers and managers of registered services must comply with statutory conditions of their registration. The conditions applying to this registration are listed below, with the inspector's assessment of compliance from the evidence at the time of this Additional Inspection Visit.

Condition	Compliance	
NONE		
Comments		

Lead Inspector	Carole Burgess	Signature	_____
Second Inspector	Not Applicable	Signature	_____
Regulation Manager	Sue Shaw	Signature	_____
Date	_____		

FURTHER ISSUES RAISED OR DISCUSSED AT THIS VISIT

The following further issues, not already identified in this report, were raised with the inspector, identified by the inspector, or discussed at this visit, with the conclusions identified below.

Issues raised by children:

- Exeats. A pupil said that set exeats would be beneficial to him as his parents lived long way away from Uppingham and that it was different for those pupils whose parents lived closer and could visit on Sunday. This view was not necessarily shared by other pupils but may be worthy of further consideration.
- A number of pupils said that they would like a 'lay in' on Saturday morning as they lead very busy lives at school throughout the rest of the week.

Issues raised by staff or carers:

- Child Protection. The Housemaster said that new policies are in place to ensure that Emails are not used to promote surreptitious bullying. He felt that it would be useful to have uniform guidance from the Boarding School Association on the pupils use of mobile phones, laptops etc.

Issues raised by inspector:

- Child Protection guidance/training for domestics, kitchen and maintenance staff (see section II).

REQUIRED ACTIONS FOLLOWING THIS INSPECTION

REQUIRED ACTIONS

Identified below are the actions required following this Additional Inspection Visit, either outstanding from the previous inspection or identified subsequently or at this visit. Action is required on these areas within the given timescales in order to meet the statutory requirements under the Care Standards Act 2000, Children Act 1989, or applicable Regulations and National Minimum Standards.

No.	Regulation if applicable	Standard *	Requirement
			NONE

GOOD PRACTICE RECOMMENDATIONS FROM THIS INSPECTION

Identified below are any additional areas arising from this visit, which relate to the National Minimum Standards and are seen as good practice issues to be considered for implementation.

No.	Refer to Standard *	Recommendation Action
1	BS3	The Responsible Person is recommended to ensure that <u>all</u> staff, including domestic, kitchen and maintenance staff, receive Child Protection guidance/training by an appropriate person.
2	BS5	The Responsible Person is recommended to include the Complaints Procedure in 'Uppingham And The New Boy/Girl A Guide For Parents' and/or in the House Handbook.

Note: Standard code is in respect of the relevant service; e.g.
BS = Boarding School, CH = Children's Home, etc

INSPECTOR'S DECLARATION

(where applicable)

Not Applicable

Lead Inspector Carole Burgess **Signature** _____

Date _____

Public reports

It should be noted that all CSCI inspection reports are public documents.

HEAD'S RESPONSE

Registered Person's comments/confirmation relating to the content and accuracy of the report for the above inspection.

We would welcome comments on the content of this report relating to the Inspection conducted on 7th February 2005 and any factual inaccuracies:

Please limit your comments to one side of A4 if possible

"We are working on the best way to include the Head Teacher's response in the published report. In the meantime, responses received are available on request."

Action taken by the CSCI in response to provider comments:

Amendments to the report were necessary

NO

Comments were received from the provider

YES

Provider comments/factual amendments were incorporated into the final inspection report

Provider comments are available on file at the Area Office but have not been incorporated into the final inspection report. The inspector believes the report to be factually accurate

YES

Note:

In instances where there is a major difference of view between the Inspector and the Registered Provider both views will be made available on request to the Area Office.

Please provide the Commission with a written Action Plan by 21st March 2005, which indicates how required or recommended actions and good practice recommendations are to be addressed and stating a clear timescale for completion. This will be kept on file and made available on request.

Status of the Provider's Action Plan at time of publication of the final inspection report:

Action plan was required

YES

Action plan was received at the point of publication

YES

Action plan covers all the statutory requirements in a timely fashion

YES

Action plan did not cover all the statutory requirements and required further discussion

NO

Provider has declined to provide an action plan

NO

Other: <enter details here>

NO

PROVIDER'S AGREEMENT

Registered Person's statement of agreement/comments: Please complete the relevant section that applies.

I Dr S C Winkley of Uppingham School confirm that the contents of this report are a fair and accurate representation of the facts relating to the inspection conducted on the above date(s) and that I agree with the required/recommended actions made and will seek to comply with these.

Print Name _____
Signature _____
Designation _____
Date _____

Or

I Dr S C Winkley of Uppingham School am unable to confirm that the contents of this report are a fair and accurate representation of the facts relating to the inspection conducted on the above date(s) for the following reasons:

Print Name _____
Signature _____
Designation _____
Date _____

Note: In instance where there is a profound difference of view between the Inspector and the Registered Provider both views will be reported. Please attach any extra pages, as applicable.

Public reports

It should be noted that all CSCI inspection reports are public documents. Reports on children's homes are only obtainable on personal application to CSCI offices.

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