

Peter Symonds College

Further Education College residential provision

Inspection dates		20/10/2015 - 22/10/2015
Overall effectiveness	This inspection:	Outstanding
	Previous inspection:	Outstanding
Outcomes for learners		Outstanding
Quality of service		Outstanding
Safeguarding		Outstanding
Effectiveness of leadership and management		Outstanding

Summary of key findings

This college is outstanding because:

- Resident learners' success rates and achievements rates are higher than national averages.
- Retention rates are outstandingly high.
- Both non-resident and resident learners achieve higher success rates and they attain even higher grades than would be expected based on their GCSE grades.
- The college's motto of `Counting in Ones` enables each student to be treated as an individual with their own distinctive personal needs.
- The college meets its ethos in aiming to promote and support high achievement. It provides an environment where learners can grow in confidence and independence. The college seeks to develop well- rounded, open minded individuals with ambitious goals and a sense of social responsibility towards local, national and international communities.
- The college has a well-developed ethos of continuous improvement.
- Policies and procedures clearly focus on the safety and safeguarding of learners.
- The high standard of staff practice, overseen by a highly effective head of boarding, works in accordance with the college's policies and procedures.
- Resident learners feel safe and benefit from excellent guidance, education and support to keep themselves safe.
- High commitment to ensuring the residential experience is a happy one with high aspirations for all learners.
- Resident learners' academic and personal needs are at the forefront of decision making.
- Senior leaders and managers have an excellent oversight of the college's practices and the



residential aspect of the college. The college's self-evaluation is a true reflection of the provision. Quality assurance and self-assessment procedures are very well designed. Compliance with procedures is high, and effective in maintaining and improving standards.

- Equality, diversity and inclusion are embedded throughout all aspects of college life. Individualism is celebrated and learners are taught to value and respect this. Learners feel fully included in college life. This is a real strength of the college.
- The senior leadership team promotes an open culture that embraces change.
- There is excellent communication between academic and resident staff which is supported by an effective information technology system.

Full report

Inspection judgements

Outcomes for learners	Outstanding
<ul style="list-style-type: none"> ▪ Resident learners experience a highly inclusive residential provision where they develop excellent relationships with academic and residential staff. Resident learners develop a very good understanding of equality and diversity that pro-actively celebrates awareness of being different. ▪ Resident learners achieve and succeed at a higher rate than the national average. Resident learners also have a higher retention rate than the national average. A significantly high number of them attain higher education places including the Russell Group of universities. ▪ Academic and residential staff work collaboratively to support learners' success and development. ▪ Resident learners are supported to develop excellent independence and life skills. Staff offer a supportive family environment whilst supporting learners to be independent, with safe and sensible boundaries. ▪ Learners behave extremely well and make outstanding progress socially though their residential experience. Resident learners experiencing difficult times are offered high levels of internal and external support that enables them to move forward and achieve. Excellent information and guidance on rules and polices ensures learners respect and understand community living. ▪ Resident learners develop a range of personal and social skills, so they can move on successfully to the next stage of their lives. ▪ Learners are encouraged to maintain healthy lifestyles. Staff provide guidance on issues such as mental health, sexual health, safe use of social media and fitness. ▪ Learners participate in a full calendar of events that take place at the college, in the local community, nationally and internationally. They develop a greater awareness of the world which further supports their understanding of diversity. There is excellent promotion of diversity and inclusion events instigated and supported by the students themselves. ▪ Learners enjoy their residential experience and the value it offers. Staff are aspirational and supportive; they seek to ensure each individual learner achieves their full potential. Parent feedback was fulsome in its praise of how young people had blossomed within a supportive environment, whilst feeling independent. A parent felt the college had got the balance of safety and independence for this age group right. 	

Quality of service

Outstanding

- The quality of the service is outstanding because resident learners receive excellent pastoral care and resources to support their academic and personal progress. Excellent and well-thought-out contracts and handbooks provide learners and parents with information about the support available to learners.
- Resident learners develop trusting relationships with the residential staff, based on mutual trust and respect. Staff are positive role models. Learners value the fact that staff treat them like adults. Feedback from a parent said staff were caring, professional and supportive.
- Residential staff work effectively to ensure support is consistently applied across both academic and residential time. A highly efficient electronic communication and recording system allows for all staff to know how learners are achieving and identifies areas learners may require additional support with. This ensures learners are supported in a joined up way.
- The learner support services provide outstanding support in relation to sexual, emotional and physical health. A counselling service, on-site nurse and very active chaplaincy service are all very visible at the college with easy access for learners. In addition there are comprehensive and effective systems in place to meet the medical needs of learners. The promotion of well-being is excellent and learners are aware of, and do take up, the services and facilities provided.
- Individually identified needs are carefully assessed with plans in place that are shared with both academic and residential staff. The system in place assists the production of care plans and risk assessments that support learners with their individual care requirements. Learners engage in the drawing up of care plans, discuss them with the care staff and may involve their parents, carers or guardians. Learners receive consistency of care as a result.
- Each learner is provided with all relevant information they require to enable a smooth induction. Clear pre-admission documentation prepares learners well for their time at the college. Residential learners contribute to and discuss residential living and benefit from a bespoke induction programme. Residential learners are able to voice their views and opinions about college and residential experience through informal and formal avenues.
- Resident learners have access to extensive extra-curricular and leisure opportunities. The college provides a full calendar of events. Learners say they enjoy the many events that take place. Learners take part in a considerable amount of charity work, locally, nationally and internationally. This enables them to have a better understanding and appreciation of the wider community and world issues. Some learners find jobs in the local area, which broadens their experience.
- Learners are given many opportunities to develop leadership and team roles, for example, residential block representative and student union representative. Learners are also represented on the governing body.
- Residential houses meet the needs of learners. Accommodation facilities provide learners with a choice of living and social areas. Excellent security systems ensure learners are safe and secure at all times. Resident learners are given opportunities to discuss the premises and bring suggestions for improvements.
- Catering arrangements are outstanding and clearly outlined in the information provided to learners and their families. Learners enjoy the wide range of healthy food on offer. Restaurant outlets are open at suitable times enabling learners to eat healthily and regularly. Resident houses have cooking facilities providing learners with the opportunities to develop their cooking skills. Drinks and snacks are available during the day and into the evening. The college has excellent systems in place to monitor learner uptake of meals which ensure all learners eat regularly. Individual cultural needs and special diets are very well catered for.
- Resident learners confirm they are able to keep in touch with their families and friends. All residential houses have upgraded Wi-Fi access. Visits from family and friends are welcome and site safety is maintained by diligent signing in and out.

Safeguarding

Outstanding

- Safeguarding at the college is outstanding because learners' safety is embedded throughout all areas of the college.
- Safeguarding policies and procedures are detailed, clear and work in accordance with local authority protocols. A strong and effective safeguarding team oversee all safeguarding areas. They provide exceptional leadership and management of all aspects of safeguarding and protection. All staff receive mandatory induction and refresher training on child protection and safeguarding, including ancillary staff and the governing body.
- The designated safeguarding team work collaboratively with the Local Authority Designated Officer and the Local Children's Safeguarding Board to ensure any concerns are discussed and appropriate referrals are made. Immediate referrals are made with investigations undertaken of any concerns or allegations relating to learners or staff. The team are active in working with external agencies relating to the Prevent Duty, in identifying and referring on concerns around extremism and radicalisation.
- Resident learners are very well informed and provided with numerous opportunities to enhance their understanding of how to keep themselves safe, and how the staff fulfil their responsibilities towards them. Resident learners are provided with a wealth of information about, sexual exploitation, e-safety, drug use, trafficking, sexting, radicalisation, teenage relationships and gender-based violence. They are very well informed, develop an in-depth understanding of issues that may affect them and know who to approach for support.
- Behaviours are exemplary, with no serious incidents occurring. There are no trends of bullying, victimisation or harassment. Learners understand that their safety and well-being is a college priority. Learners said they have confidence in reporting incidents to staff if needed, and know they will be addressed immediately and effectively.
- Staff undertake a significant amount of work to inform learners of the dangers of cyber bullying and how to access the internet safely. This enhances learners' growth and development.
- All learners are fully aware of expectations of behaviour and feel they are treated fairly and with respect. Sanctions are very rarely used, fair and proportionate. The college rules are based on good community living, respect, valuing the individual and supporting each other.
- Feedback from residential learners show they all feel safe and protected at the college.
- Staff supervision of learners is highly organised and commensurate with the age and gender mix of the resident learners. Learners stated they always know how to contact a house parent. Learners agree that the use of external close circuit television, door security and vigilant signing in and out procedures help them feel safe.
- Health and safety procedures are robust. All checks undertaken ensure the residential accommodation is safe. Fire equipment is well maintained and learners experience regular fire drills so they know what to do in the case of a fire. Risk assessments are tailored to individual needs and the activities and courses they are undertaking. This approach to health and safety enhances learners' safety.
- The college has a rigorous recruitment and vetting policy and procedures that is consistently followed. Staff with excellent knowledge of safer recruitment ensure learners are protected from unsuitable adults.

The effectiveness of leadership and management

Outstanding

- The leadership and management of the college are outstanding. A highly effective and strong leadership team operates with a passion for the learners to succeed. Learners are at the heart of the residential provision and college. The college has a strong vision statement, a core value strategy and purposeful strategic and operational objectives. Managers and staff have a strong sense of ownership which permeates throughout the college.
- Senior staff monitor the quality of the provision regularly and rigorously and take actions that lead to continuous improvement.
- The college's self-evaluation is insightful and accurate and drives forward improvement. It identifies the areas that have improved since the last inspection and informs future improvement plans. The residential provision is included in the College Operational Plan 2015/2016.
- An electronic system supports excellent communication links between academic and residential staff. This sharing of information supports the holistic development of the learners.
- The head of boarding has had a significant effect on improving the boarding experience. He is a highly effective manager who works closely with a stable care team who are committed to supporting the resident learners. Residential staff receive excellent supervision, training and support. They are able to support all learners well.
- An excellent range of policies and procedures support the requirements of the residential provision within the education residential setting. They are reviewed regularly.
- Staff work collaboratively with other agencies to support learners with a wide range of needs and issues. Parents are kept well informed about the progress of their children. Staff quickly notify them if there are concerns about their progress. Parents particularly benefit from accessing the parent portal and comment that they feel comfortable in communicating any worries or concerns they may have knowing they will receive quick feedback.
- All national minimum standards are met in full, and exceeded in the vast majority of cases.

COLLEGE DETAILS

Type of college	Further education college residential provision
Age range of learners	16-18
Approximate number of learners in residence	67
Principal/CEO	Stephen Carville
Date of previous inspection	06/03/2013
Website address	www.psc.ac.uk

Purpose and Scope of inspection

The purpose of this inspection is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service and to consider how well it complies with the relevant regulations and meets the national minimum standards.

The report details the main strengths, any areas for improvement, including any breaches of regulation, and any failure to meet national minimum standards. The judgements included in the report are made against the inspection framework and the evaluation schedule for the inspection of accommodation in further education colleges.

Contextual information

Peter Symonds is a 6th Form College predominantly providing courses for 16-19 year olds. It has a separate site for adult and higher education. It is located in the city of Winchester. There are two distinct and separate co-educational boarding houses located on the campus which between them can accommodate up to 80 students. Both houses are purpose built with one dating back to Victorian times while the other was constructed in 1997. The college does not arrange any lodgings with host families for students. A head of boarding oversees the residential provision with residential and day house parents providing 24 hour support for residential students. The college has long established links with the armed forces and the Falkland Islands, with applications from students with these connections being given priority for the residential provision. The college was last inspected during March 2013.

Information about this inspection

Lead inspectors	Liz Driver SCRI Jackie Graves SCRI
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Two Social Care Regulatory Inspector (SCRI), carried out the inspection with very short notice.

The inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. Inspectors also used data on learners' achievements to help them make judgements. Inspectors used group and individual interviews, telephone calls and survey feedback to assist in the overall judgement making.

What inspection judgements mean

Grade	Judgement
Grade 1	Outstanding
Grade 2	Good
Grade 3	Requires improvement
Grade 4	Inadequate

Detailed grade characteristics can be viewed in the *Evaluation schedule for inspection of residential provision in further education colleges 2014*

<http://www.ofsted.gov.uk/resources/evaluation-schedule-for-inspection-of-residential-provision-further-education-colleges>

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