



Sexey's Response to the OFSTED Boarding Inspection Report, November 2016

In response to the OFSTED inspection report published in November 2016 that rates our boarding provision as 'Inadequate', we have prepared this document to summarize our action plan for parents, which is also replicated in full.

Four inspectors visited the boarding houses in October 2016, observed staff and boarders' interaction and met with boarders, boarding staff, the pastoral team, the healthcare team and senior leaders. In addition, the inspectors reviewed a variety of records. This was a boarding only inspection and does not rate our teaching. Sexey's continues to have the best state school results in the South West at GCSE and fantastic results at A Level.

The primary reason cited by inspectors for their rating decision is that – despite many positives from their visit – we have not fulfilled all of the necessary paperwork and processes to comply with a higher rating. While they cited the “good standard” of accommodation, and “homely and welcoming environment”, supported by comments from the students themselves, who stressed that they “felt safe” and “at home”, the inspectors found gaps in the way in which we record and share student information among the various teams in school.

In response, we have created a rigorous action plan that has been reviewed and approved by the school's Governors, the Boarding Schools' Association (BSA) and the school's Self Improvement Partner, and has been sent to Ofsted. Ofsted has indicated that the issues highlighted in the report were “all fixable” and that they have trust in the senior leadership and boarding teams to implement the action plan and to improve the rating.

The inspection found students to be happy, healthy and fulfilled and this continues to be our priority. We are doing everything we can to address Ofsted's concerns raised in the report, and to make ours the most compliant school in the country.

We will be providing regular progress updates for our boarding parents via email and in person throughout the year and we thank them for their continued support and confidence in our work.

Ofsted will review our progress over six months and will re-inspect the boarding provision after a year or so.



Frequently Asked Questions

Why did Ofsted visit?

Ofsted is responsible for inspecting a range of educational institutions, including state schools, and does so on a cycle that isn't publicly timetabled, but should take place at relatively regular intervals. It was time for us to be re-inspected. As is standard with Ofsted inspections, we were provided with two hours' notice of their arrival.

What were they reviewing?

This inspection focused only on the boarding and residential provision of the school. The inspectors visited the boarding houses, observed staff and boarders' interaction and met with boarders, boarding staff, the pastoral team, the healthcare team and senior leaders. In addition, the inspectors reviewed a variety of records.

Why did the inspection only focus on boarding?

There are various types of Ofsted inspections and this one only reviewed our boarding provision.

What were the findings of the report?

The full report can be read online via the school website, but the four inspectors that visited on this occasion decided to rate our boarding provision as 'Inadequate'. Their primary reason for doing so is that – despite many positives from their visit – we have not fulfilled all of the necessary paperwork to comply with a higher rating. While they cited the “good standard” of accommodation, and “homely and welcoming environment”, supported by comments from the students themselves, they found gaps in the way in which we share student information among the various teams in school.

What does this mean? Is Sexey's unfit to provide boarding services?

It does not mean that Sexey's is unfit to provide boarding services. If this were the case, Ofsted would have the power to shut us down with immediate effect, or to place us under 'Special Measures'. They have done neither of those things, and have indicated that they have trust in the senior leadership and that the boarding teams have the ability to improve the rating and to implement the action plan that has already been drawn up. They stated that this was 'all fixable'.

Is my child/Am I safe in your care?

We have always put our students' welfare first and will continue to do so. Moreover, we are doing everything in our power to ensure that we are compliant with all of the paperwork and new systems guidelines required by Ofsted to improve our rating.



Is my child safe in boarding?

It is entirely within your right to make your own decisions for your child's education. We would encourage you to consider your child's own experience of boarding at Sexey's – the inspection found students to be happy, healthy and fulfilled, and described themselves as feeling safe. What's more, having been challenged on the points made in the inspection, we are doing everything we can to address Ofsted's concerns – so arguably, ours will very soon be the most compliant school in the country.

What is Sexey's doing to improve the rating?

We have created a rigorous action plan that has been reviewed and approved by the school governors, the Boarding Schools' Association (BSA) and the school's Self Improvement Partner. It has been sent to Ofsted. They will request updates throughout the year to ensure that we are sticking to our plan. They will make an unscheduled visit over six months to ensure progress and will re-inspect the boarding provision after a year. The first of these monitoring visits was made on 19-20th January 2017.

How will we know that you are improving?

We will be providing regular progress updates for parents via email and in person throughout the year. You are also always welcome to discuss progress with your boarding Housemaster or Housemistress.

Who is being held accountable for the inspectors' findings?

Everyone involved is accountable. We work as a team and are all responsible for implementing the action plan, which is already underway.

When will Sexey's be re-inspected?

Ofsted will make an unscheduled visit over six months to ensure progress and will re-inspect the boarding provision after a year.

UPDATE: 27th January 2017

We welcomed visitors from the State Boarding Forum (SBF) and from Ofsted into School (on 13th January and 19-20 January respectively) to conduct monitoring reviews of the progress we are making with our Boarding Action Plan. They spent a day speaking with teachers, senior management and boarding staff, and Governors, and reviewing paperwork and systems. We are extremely heartened by the feedback that resulted from both sessions, with Ofsted stating that they are happy with our progress, particularly with regards safeguarding systems. Based on their feedback, we are increasing the specificity of our record-making and behaviour management systems. Updates have since been made to the Boarding Action Plan below.



Ofsted will return for its next monitoring visit in a term's time. In the meantime, training continues, and we welcome YoungMinds (the mental health charity) into School on 10th February to run a staff session on Looked After Children and Bullying. Senior management will also be visiting boarding colleagues at other schools to compare record-keeping systems and ensure best practices are brought back into Sexey's.

In our Parent Forum sessions, it was raised that Ofsted will once again be bringing in new regulations in April this year and concerns were mentioned that Sexey's re-inspection would fall after their issue. Ofsted has since assured us that feedback from their monitoring visits are being made in light of changes to come. They have also said that they will be conducting training and consultation with schools ahead of the April 2017 updates."

A Summary of the Boarding Action Plan

The full version of our Boarding Action Plan is included below (with some specifics removed to protect student identity). The following summarizes the actions to be taken across each heading.

With regards safeguarding and child protection:

A detailed review of all paperwork and systems for maintaining this has been undertaken. Boarding staff have been retrained on Policy terminology and on the process for ensuring all incidents brought to them are minuted, to the specifications laid down by Ofsted.

We are reviewing the use of CCTV in the Sanctuary and discussing other methods to safeguard staff. Processes in place to ensure better awareness of potential safeguarding issues from the start of the Admissions process.

On the management of medication:

New paperwork systems for ensuring proper stock control and recording of medications are in place, along with liaison with Bruton Surgery. We will ensure that storage of medication in houses is compliant with a suitable locked facility available in each House and that staff understand their responsibility to complete forms appropriately and in a timely manner.

On enforcement of the Behaviour Policy:

Readjust use of language in all documents as per the school's Behaviour Policy – avoiding the use of the word 'punishment', but the use of 'consequences' and 'sanctions' is more appropriate. All staff to refocus on enforcing the Policy.



On Bullying:

Staff will ensure that every incident of bullying – no matter how small – is recorded, minuted and logged. A detailed review of bullying offences will be conducted fortnightly to identify trends and patterns – gender, year groups, houses, day/boarding. Staff have been retrained on paperwork processes, and who else – outside of the houses – must be notified of incidents. Staff will be more persistent with Social Services and the Police if required.

On Leadership:

Roles and responsibilities under review and discussion with Governors. Additional training and support in place.

Sexey's Boarding Action Plan

In response to Ofsted Boarding Inspection (11-13 October 2016)

Key: **R** = To be done **A** = Underway **G** = Completed

Overall experiences	Lead	Supervised/ checked	Timescale	RAG
1. Senior Houseparents to review all student files in Houses. All records of behavioural incidents to be passed to PRT for checking and central filing. PRT to act on unresolved records and refer any Child Protection concerns including records of bullying behaviour and self-harming records.	Senior Houseparents	PRT	By 11.11.16	G
2. Review the use of CCTV in the Sanctuary and discuss other methods to safeguard staff.	PC	IHL	16.12.16	G
3. All Sixth Form boarders to meet PRT to discuss their role and action to be taken if disclosures are made to them. Only students who opt to undertake the role to be used. Training to be delivered annually. This is to reinforce the training already carried out by Housestaff and the Prefect Terms of Reference document they have already received.	PRT	IHL	18.11.16	G

4. Housestaff to arrange minuted fortnightly supervision meeting with prefects in their house to discuss problems and review progress.	Senior Houseparents	PRT	18.11.16	G
5. Fortnightly random recorded checks by Senior Houseparents regarding night time supervision (11pm) in Houses to check that all students have settled.	Senior Houseparents	PRT	14.11.16	G
6. Use of language in all documents as per the school's Behaviour Policy – avoid the use of the word 'punishment' - the use of 'consequences' and 'sanctions' is more appropriate. Notices in Boarding Houses to reflect this language.	Senior Houseparents	PRT	14.11.16	G
7. Ensure that the Behaviour Policy and other policies are followed rigorously by all staff to ensure greater consistency. Staff training 9.11.16	PC	IHL	09.11.16	G
Quality of Care	Lead	Supervised/ checked	Timescale	RAG
1. Repeat training on the storage and issue of medication and common conditions and House staff signing to indicate understanding. To be repeated annually. Catch up training within a week if training missed.	LD	PRT	9.11.16 and Annually	A
2. Create school forms for students who self-medicate to record that they have taken their medication and to ensure they store their medication in a secure place. Nursing Staff to check and sign these records weekly.	RL/HH/TG	PRT	By 27.01.17	A
3. Construct, conduct and record a system of audit for medication (stock control).	RL/HH/TG	PRT	By 03.02.17	A
4. Discuss with the Bruton Surgery the clinical supervision of the School Nursing staff.	HMR	IHL	By 13.01.17	A
5. Boarding Improvement Plans (BIPs) to be completed and kept on <i>S:Staff Resources</i> in password protected files – access to all staff in house, PRT, PC, IHL and Health Centre.	PRT	IHL	Ongoing	A
6. BIPs to be updated within 3 working days of receiving information and reviewed half termly by Senior Houseparents. To include important information from home, Risk Assessments, Behavioural interventions, welfare concerns, Child Protection information, Health Issues. Fortnightly sample checking of BIPs to be recorded.	Senior Houseparents PRT	IHL	Ongoing Sample checks start 14.11.16	A

7. Checking of contents of BIPs, Compatibility Risk Assessments, Health Care Plans (HCP) to ensure all Housestaff are aware of needs of children in their care. Weekly boarding meetings in House to disseminate important information.	All Housestaff inc. Boarding Tutors	Senior Houseparents (PRT)	Ongoing	A
8. PC to attend Brymore to share good practice on safeguarding.	PC	PRT	By 20.02.17	A
9. Forms to be provided for the recording of medical incidents in Houses and filed securely in Houses; copies to Health Centre.	RL/HH/TG	PRT	Ongoing	A
10. Check that the Boarding Induction Pack for new students correlates with all school policies.	SJB	PRT	18.11.16	G
11. At discretion of Boarding staff, boarders who take part in school matches/activities may be given permission to miss boarding activities – providing down time for our boarders.	Houseparents	PRT	14.11.16	G
12. House Student Council meetings to be held at least half termly and minutes to be lodged with the Director of Boarding.	Senior Houseparents	PRT	16.12.16	G
13. Posters advertising Independent Listener to be more widely displayed in houses and in school	PRT	IHL	14.11.16	G
14. SENCO to ensure that Housestaff are briefed about the needs of SEND students in their house.	PH	IHL	16.12.16	G
How well boarders are protected	Lead	Supervised/checked	Timescale	RAG
1. Boarding staff training for all residential staff, matrons and tutors on procedures for receiving a disclosure and passing the information on. Clarify the need to pass on all cases of bullying and self-harm however small; to be recorded in Child Protection files to collate information. Self-harm information also to be sent to School Nurse.	PRT / PC	IHL (BSA)	09.11.16	G
2. Detailed review of bullying offences to be conducted quarter termly to identify trends and patterns – gender, year groups, houses, day/boarding.	PC/PT	IHL	Ongoing initiative	A
3. Review of the school's response to bullying and serious behavioural issues to ensure a consistent approach and protection of students.	PC/PT	IHL	Ongoing initiative	A

4. Student Risk assessments and Victim Support Plans to be put in place where appropriate and stored as part of Boarding Intervention Plans and copied to CP file	PRT	IHL	Ongoing	A
5. PRT to meet with Senior Houseparents to discuss safeguarding concerns for students in their care immediately. Senior Houseparents to cascade need to know information to Assistant Houseparents, Matrons and Boarding tutors as appropriate.	PRT/PC	IHL	By 21.10.16	G
6. Review of forms for Child Protection to include space for a timeline of actions to show chronology and how decisions are reached in terms of actions.	PC (DG & LT)	IHL	By 21.10.16	G
7. Outcomes of referrals to be sought from Social Services and the Police and to be recorded on the student's file. We need to be persistent with these agencies.	PC (DG & LT)	IHL	By 07.11.16	G
8. Ensure that all reports of bullying and self-harm (Day & Boarding) are recorded in CP records.	PC/PRT (DG & LT)	IHL	By 18.11.16	G
9. Transition of DSL responsibility to PC. Consideration to building the safeguarding team in school.	PC (AG)	IHL	By 14.11.16	G
10. Review referral procedures to ensure that they are made without investigation and that both Police and Social Services are informed in the case of a police referral.	PC	IHL	By 21.10.16	G
11. Records of student disclosures to include as much detail as possible in their own words. Whole staff training carried out on Mon 09.01.17	PC (DJB)	IHL	By 30.11.16	G
12. Fortnightly safeguarding meetings to review cases to be held and minuted half termly meetings held with DSL and Safeguarding Governor.	PC	IHL	First held by 21.10.16	A
13. Admissions application form to include a question on Safeguarding concerns so that the necessary support can be put in place before the child starts. Request for student safeguarding files to be made in Trinity term (or at time of application for in-year entrants) to previous schools	SJB (PC & PRT)	IHL	By 18.11.16	G
14. Risk Assessments for residential activities to include review of sleeping arrangements and actions to be taken by supervising staff.	JW/LC	PRT (EVC)	By 21.10.16	G
15. Review of supervision of LAC (Looked After Children). Assurance LAC file to be produced	PHo	IHL	By 14.11.16	G
16. LAC supervisor to ensure that all LAC files are in a locked, secure place – PC, PRT, DJB and IHL have access.	PHo	IHL	By 21.10.16	G

17. Put in place a 'Children Missing from Home/Boarding' policy and produce a summary for boarding staff.	PRT	IHL	By 07.11.16	G
18. Put in place a 'Children Missing from Education' policy	PC	IHL	By 01811.16	G
19. PRT to review CP files to ensure that incidents from previous schools are adequately summarised in the running record and that other county's CP procedures are discussed and reviewed.	PRT (PC)	IHL	By 07.11.16	G
20. All incidents involving Bullying and Student going missing to be fully investigated and a report written	Senior Housestaff	PRT	9.11.16	G
21. All incidents of Restraint being used to be reported and investigated fully by a Senior Manager	PRT	IHL	7.11.16	G
22. Summary instructions for staff: 'What to do if...' to be placed in a file in boarding houses. To include missing children, medical instructions, search procedures, restraint.	PRT	IHL	09.11.16	G
23. Routine use of support plans and risk assessments for students who are at risk of exploitation, those who are a risk to others and those who have been victims. Emphasis on support put in place for victim and perpetrator of poor behaviour, bullying etc. to be recorded on Incident Summary forms (to be updated to require this) and on BIPS.	Senior Houseparents	PRT	Ongoing	A
24. All behavioural issues to be recorded on SIMS including any consequences/sanctions	Senior Houseparents	PRT	14.11.16	G
25. Ensure no personal information pertinent to the child is kept in the Communications Book (formerly Day Book). New books to be purchased. PRT to monitor.	Houseparents	PRT	14.10.16	G
26. Ensure that all allegations of bullying are fully investigated and referred to DSL.	Houseparents	PC	Ongoing	A
27. All House services logs and Boarding Accommodation Risk Assessments should be kept centrally with the Estates Manager who will advise Houses when services are due.	Senior Houseparents	NB	14.11.16	G
28. All house offices to be kept locked when staff are not there throughout the day. Investigate the use of electronic locks	Housestaff, Matrons, NB	PRT	16.12.16	G
29. Organise Emotional Literacy Support training for both Pastoral Assistants. Courses held 25.01.17	PC (AG)	IHL	21.10.16	G

30. Ensure that at least two references are taken up for all appointments. Character references should be sought for relatives living in Boarding. Character references should be sought for visiting tutors that are not employed by the school but paid for by the parents and use the school premises.	AG	AC	14.10.16	G
31. A 'summary evaluation' should be completed for all candidates at interview to summarise their suitability for the role (or otherwise).	AG	AC	21.10.16	G
Leadership	Lead	Supervised/ checked	Timescale	RAG
1. Boarding Staff Appraisals (BSA) to be carried out as per the Performance Management cycle for Staff Appraisal and stored centrally in staff files.	AC (PRT)	HMR/IHL	First fortnight Lent term	A
2. Ensure all staff are aware of their roles and responsibilities in boarding. Half termly 1:1 supervision meetings for all boarding staff including Nurses, to be carried out, which will include reflective practise.	PRT/AC Senior Houseparents	IHL	First half Lent term	A
3. Boarding Staff Appraisals to be divided up to cover the areas of their roles and responsibilities and to include training needs and development opportunities.	AG	AC	14.11.16	G
4. All school forms, policies and records to be completed, dated and signed.	AG	HMR	Ongoing- completed end of Lent term	A
5. Audit of staff training and training needs to be carried out. Training to be provided as necessary and registers of attendance taken. Understanding to be checked and signed.	PRT	IHL	Ongoing	A
6. Ensure boarding staff have a sound knowledge of the main school policies and follow them Understanding to be checked and signed.	PRT	IHL	30.11.16	A
7. Notices of Complaints procedure to be posted in boarding houses and in the school.	IHL	HR	16.12.16	G
8. Review the personnel structures within boarding to ensure that staff have sufficient time to carry out their duties.	SLT	Govs	Initial: 30.11.16	A

9. Staff flats to have Staff Names on them so as to make them look more inviting.	NB	HMR	16.12.16	G
10. A thorough Risk Assessment of the entire site is carried out in conjunction with Mr Jim Saunders (H&S) at SCC	NB	HMR	20.02.17	A
11. All fire doors in Houses will be kept closed and checked by Facilities Team on a regular basis.	NB	HMR	14.11.16	G
12. All cleaning products (COSHH) should be locked away securely.	NB	HMR	14.11.16	G
13. Space outside staff flats to be cleared of all items (forms a barrier to students); staff flats need to be locked for security; all offices with sensitive information should be locked at all time when not in use.	Senior Houseparents	PRT	11.11.16	G

IHL & PRT

November 2016

Update January 2017

Update post monitoring visit 20 Jan 2017