

Bishop Burton College

Bishop Burton College, York Road, Bishop Burton, Beverley, North Humberside HU17 8QG

Inspection of residential provision

Inspected under the social care common inspection framework

Information about this further education college with residential accommodation

Bishop Burton College is a specialist land-based college. There is a main residential campus in the village of Bishop Burton. In Lincolnshire, there is another smaller campus called Riseholme. This campus has a new purpose-built residential accommodation facility. A dedicated team of residential wardens support young people across the college.

The college offers student courses in key sectors of land-based work, including agriculture, animal care, environmental studies, horticulture and equine studies. The college also has specialisms in sport, and there are good partnerships with well-known regional sports teams.

Inspection dates: 7 to 9 February 2023

Overall experiences and progress of young people, taking in account **outstanding**

How well young people are helped and protected outstanding

The effectiveness of leaders and managers outstanding

The college provides highly effective services that consistently exceed the standards of good. The actions of the college contribute to significantly improved outcomes and positive experiences for young people.

Date of last inspection: 25 September 2018

Overall judgement at last inspection: outstanding

Inspection judgements

Overall experiences and progress of young people: outstanding

The young people enjoy staying in the residential accommodation. They have excellent relationships with wardens. The wardens spend time with the young people and get to know them very well. The wardens use their knowledge of each young person to make sure that the young people have the help they need to succeed. The young people feel they can talk to wardens, and they know that their views are listened to, considered and when possible acted on.

Young people's emotional well-being is highly prioritised and this focus means that their social and academic achievements are noteworthy. The staff recognise young people's need to feel emotionally well to achieve in their studies. To ensure young people are extremely well supported emotionally there is an extensive range of information and well-being services available to the young people. The services are tailored to their individual need. The services that young people access include counselling, self-confidence support and understanding positive relationships.

The staff utilise the excellent range of on-site facilities to benefit the young people in their free time and help them to grow in confidence and self-esteem, and manage and reduce their anxieties. The staff provide unique opportunities for young people. Some experiences young people benefit from include time with the college well-being dog, allocated time at the stables with the well-being horse, and sessions such as 'hug a bug' and 'snuggle a snake'.

There is a wide range of high-quality facilities to help young people maintain good physical health. Facilities include a gym, sports courts and walking routes. The young people are supported to make and attend all routine health appointments. If young people require hospital treatment, staff dedicate their time to making sure that they have all the support they need until their family arrive.

Staff and wardens regularly collaborate with college leaders and managers to share any concerns about young people. Managers and staff also use these meetings to consider the needs of the young people who are about to move into the residential accommodation. This sharing of information ensures that when necessary young people receive extra emotional and practical support when they most need it. As a result, young people get the individualised help they need from the outset of their college life. For some young people, this is the difference between being able to attend college and not being able to take up their place. This has a profound positive impact on their progress and experiences.

Young people are extremely well supported with their studies through the college learning centre. As a result, they receive a high-quality learning experience which helps them to get the best out of their education. Course managers and education staff monitor young people's progress and well-being closely. This proactive approach means that any barriers to learning are quickly identified and addressed.

The young people can access additional tailored support in the learning resource centre from learning mentors.

The accommodation for young people provides them with a well-maintained and safe living space. The newly built accommodation at the Riseholme site is well designed and very comfortable. Young people can personalise their rooms as they choose to help them feel at home. A team of housekeeping staff is pivotal in the residential provision. They see all young people every day and inform leaders of any concerns. This means that any emerging issues for young people are identified and responded to swiftly.

How well young people are helped and protected: outstanding

The safety of the young people is prioritised by all staff, who work as a strong team to keep the young people safe. Domestic staff, site security, wardens, course managers and the different parts of the student support services identify any changes in behaviour that may indicate that something is wrong for young people. They then actively share information and source the right support.

Any risks to the young people are well understood and managed by the staff. Where needed, there are individual risk assessments in place. These risk assessments provide staff with the information to keep the young people safe. The response to young people who are at risk is swift and effective. For example, if a young person goes missing, staff immediately search for the young person. When the young person is safely back, the staff ensure that they understand the reasons for the young person leaving. This approach helps them to reduce the risk of this happening again. Welfare checks take place if the staff have concerns about a young person. These checks mean that young people are helped to be safe. It helps young people and their families to know that staff care about them.

A proactive approach is taken across the college to identify the signs of risk. Designated safeguarding leads work closely with all staff, including site security and wardens, to identify risks and share information. In addition, the college staff and wardens work in partnership with other services, such as the police. This means that indicators of potential harm to the young people, such as exploitation, are spotted quickly. When concerns are raised, innovative and coordinated multi-agency measures are put in place to reduce risk. Leaders and staff take the view that 'it could happen here'. This provides an exceptional level of protection for young people who live away from home.

The young people learn how to keep themselves safe. They benefit from a range of educational support, including one-to-one advice talks and group sessions delivered by staff or outside specialist agencies, such as the police. Topics they cover include first aid, dangers of knife crime and the consequences of dangerous driving. Other activities that help to keep the young people safe include regular visits from the substance misuse resource bus.

When safeguarding incidents arise, action is taken to keep the young people safe. The designated safeguarding lead shares information and works effectively with other services. The professionals she works closely with include the local authority designated safeguarding officer to protect the young people. Following safeguarding incidents, reviews of practice are commissioned from external sources. These reviews ensure that practice is analysed, and learning is taken to improve safeguarding procedures.

Health and safety arrangements across the two college sites are robust. A dedicated estates manager coordinates a large team of maintenance professionals to make sure that the accommodation and the facilities are in good condition. The health and safety manager works with outside agencies, such as the fire brigade, to make sure that they have the correct responses in the event of an emergency. In addition, the security of both sites is very well managed by staff and a security team.

The approach to the recruitment of new staff is robust and in line with statutory guidance. Leaders complete internal recruitment process audits and an outside company completes external audits. This means that any gaps in practice are identified quickly. Consequently, young people are only supported by staff who have passed all recruitment checks.

The effectiveness of leaders and managers: outstanding

Leaders and managers are ambitious and have high expectations for the young people to achieve, not just their studies but all aspects of their social and emotional well-being. They promote a culture where staff mirror this approach. Leaders and managers strive to make sure that young people have access to a wide range of high-quality resources. This approach enables college staff to provide exceptionally individualised care.

The team of staff are extremely enthusiastic about their work. They feel valued and well supported by leaders and managers. The support they receive motivates them to be continually thinking of new and innovative ways to support the young people. Research is used to promote new ways of thinking and brings new ideas to how they can provide the best service for the young people.

Leaders and managers take a great deal of care to employ the right staff. They carefully consider the selection process to ensure that staff have the required qualities to support the young people, as well the knowledge and skills for the role. For example, staff recruited to work on the farm must have strong skills to support and communicate with young people, as well as farming knowledge. Leaders are very selective in matching the staff to young people's needs. This includes ensuring that if a young person needs access to a counsellor, then the right counsellor with the right skill base is allocated to that young person. One parent said, 'They have the right people in the right place.' This focus significantly enhances young people's experiences of being at the college.

Wardens have regular opportunities to reflect on their practice. They meet with leaders and managers individually and as a team from both college sites. They talk about the young people they support and relevant themes of interest across the college as well as potential risks for young people. These opportunities mean that wardens continue to develop their practice and feel invested in their roles. In addition, wardens meet with a wider network of staff from other land-based colleges to share good practice and reflect on their work.

Leaders and managers ensure that all staff, regardless of their role at the college, complete safeguarding training. This makes sure that everyone can identify signs of concern. Wardens complete training that is specific to their roles, including first aid, learning about county lines and the 'Prevent' duty. The induction programme for new wardens ensures that they have the essential knowledge and skills from the outset of their employment. This means that young people are being supported by wardens who know how to meet their immediate and wider needs.

The leaders and managers have excellent relationships with other outside services such as the police and health professionals. They share information effectively to make sure that the young people are safe and have access to the very best care. Some of the agencies they work with include police, substance misuse services, social care and sexual health professionals.

Information about this inspection

Inspectors have looked closely at the experiences and progress of young people, using the social care common inspection framework. This inspection was carried out under the Children Act 1989 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the national minimum standards.

Further education college with residential accommodation details

Social care unique reference number: SC055268

Principal/CEO: Bill Meredith

Inspectors

Jamie Richardson, Social Care Inspector (lead)

Jane Titley, Social Care Inspector

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