



Department  
for Education

**Independent Education and  
Boarding Team  
Bishopsgate House  
Feethams  
Darlington  
DL1 5QE**

The Proprietor  
Salisbury Cathedral School  
1 The Close  
Salisbury  
Wiltshire  
SP1 2EQ

Direct line: [REDACTED]

Our ref: 865/6022

7 October 2017

Dear Proprietor

I refer to the inspection by The Independent Schools Inspectorate that was carried out at the above school under section 109 of the Education and Skills Act 2008 on 27-28 June 2017. You will see from the enclosed report that ISI noted serious regulatory failings.

Taking account of the report the Secretary of State is satisfied, pursuant to section 114(1) of the Education and Skills Act 2008, that any one or more of the independent school standards<sup>1</sup> is or are not being met in relation to the school.

The ISI also identified failings on the boarding provision at the school constitute serious failings under the National Minimum Standards for Boarding schools<sup>2</sup>, which you must have regard to under paragraph 8 of the independent school standards<sup>1</sup>.

In addition, the report also identifies Health and Safety issues relating to site security which ISI separately notified us of as follows:

[REDACTED]

[REDACTED]

In these circumstances I enclose a Notice, served by the Secretary of State for Education under section 114(5) of the 2008 Act, requiring an Action Plan

<sup>1</sup> [The Education \(Independent School Standards\) Regulations 2014 \(SI 2014/3283\)](#)

<sup>2</sup> <https://www.gov.uk/government/publications/boarding-schools-national-minimum-standards>

which details the steps that will be taken to meet all of the standards set out in the Annex to the Notice and the time by which each step will be taken, to be submitted by 9 October 2017.

You are reminded that the independent school standards require that a copy of the inspection report is sent to parents and a copy is published on the school's website or, where no such website exists, is provided to parents on request. This will be checked at the next inspection.

The Action Plan must contain reasonable timescales for implementation within which the necessary action will be taken and it is expected that the implementation dates given in the Action Plan should not extend beyond 8 December 2017. A template and supporting advice is enclosed which may help you in drawing up a satisfactory Action Plan. Please can you ensure that you copy your action plan to ISI at the same time as sending it to me.

The deadline by which the Action Plan must be received by me is 9 October 2017. If this date is not met, the Secretary of State may remove the school from the Register of Independent Schools or may impose a requirement restricting the school's operations (from a date following the period during which you may appeal).

I must warn you that the Secretary of State may reject an Action Plan, and in these circumstances the Secretary of State may remove the school from the Register of Independent Schools or may impose a requirement restricting the school's operations (from a date following the appeal period).

If an Action Plan is accepted, ISI may be asked to visit the school again to check that the school has fully implemented the plan and that it is fully meeting the independent school standards.

You may wish to note that this letter, the enclosed Notice and Annex(es) will be published shortly on the Gov.uk website.

Yours faithfully

  
Independent Education and Boarding Team

**SECTION 114(5) OF THE EDUCATION AND SKILLS ACT 2008**

**NOTICE BY THE SECRETARY OF STATE FOR EDUCATION**

**IN RELATION TO  
SALISBURY CATHEDRAL SCHOOL, 1 THE CLOSE,  
SALISBURY, WILTSHIRE SP1 2EQ.  
("the School")**

**WHEREAS**

The Secretary of State for Education, being the keeper of the register of independent schools in England<sup>3</sup> –

- (i) has taken into account a report in respect of an inspection of the School by the Independent Schools Inspectorate which was conducted on 27-28 June 2017; and
- (ii) is satisfied that the independent school standards, as prescribed in the Education (Independent School Standards) Regulations 2014, specified in the Annex to this Notice are not being met in relation to the School.

**NOW THEREFORE**

In exercise of the power conferred upon her by section 114(5) of the Education and Skills Act 2008, the Secretary of State serves the following Notice on the proprietor of the School:

- (1) the independent school standards set out in the Annex to this Notice are not being met in relation to the School; and
- (2) the proprietor of the School is required to submit an action plan<sup>4</sup> to the Secretary of State specifying the steps that will be taken to meet the standards, and the time by which each step will be taken, on or before 9 October 2017.

  
Independent Education and Boarding Team

Date September 2017

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<sup>3</sup> The Secretary of State is required to keep a register of independent educational institutions in England under section 95(1) of the Education and Skills Act 2008. "Independent educational institution" is defined in section 92(1) of that Act as an independent school and an independent provider of part-time education. Independent providers of part-time education are not currently regulated so effectively the requirement under section 95(1) is for the Secretary of State to keep a register of independent schools.

<sup>4</sup> An action plan is defined in section 114(4) of the Education and Skills Act 2008.

## ANNEX TO NOTICE

### SALISBURY CATHEDRAL SCHOOL, 1 THE CLOSE, SALISBURY, WILTSHIRE SP1 2EQ. ("the school")

The following independent school standards, as prescribed in the Schedule to the Education (Independent School Standards) Regulations 2014, are not being met in relation to the school:

#### **PART 3: Welfare, health and safety of pupils**

6. *The standards about the welfare, health and safety of pupils at the school are those contained in this Part.*

7. The standard in this paragraph is met if the proprietor ensures that—

(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and

(b) such arrangements have regard to any guidance issued by the Secretary of State.

8. Where section 87(1) of the 1989 Act<sup>5</sup> applies in relation to a school the standard in this paragraph is met if the proprietor ensures that—

(a) arrangements are made to safeguard and promote the welfare of boarders while they are accommodated at the school; and

(b) such arrangements have regard to the National Minimum Standards for Boarding Schools or, where applicable, the National Minimum Standards for Residential Special Schools or the National Minimum Standards for Accommodation of Students under Eighteen by Further Education Colleges.

**In particular the school must ensure that the following National Minimum Standards are met in relation to the school:**

#### **National Minimum Standard 11 – Child protection**

11.1 The school ensures that:

- arrangements are made to safeguard and promote the welfare of pupils at the school; and

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<sup>5</sup> Section 87(1) was amended by section 105 of the Care Standards Act 2000 (c.41) and section 1A was inserted by section 43 of the 2011 Act.

- such arrangements have regard to any guidance issued by the Secretary of State<sup>6</sup>.

11. The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.

**In particular the school must ensure that the following National Minimum Standards are met in relation to the school:**

**National Minimum Standard 6 – Safety of boarders**

6.1 The school ensures compliance with relevant health and safety laws by drawing up and implementing effectively a written health and safety policy<sup>7</sup>.

6.2 The school premises, accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

12. The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005<sup>8</sup>.

**In particular the school must ensure that the following National Minimum Standards are met in relation to the school:**

**National Minimum Standard 7 – Fire precautions and drills**

7.1 The school complies with the Regulatory Reform (Fire Safety) Order 2005.

16. The standard in this paragraph is met if the proprietor ensures that—

(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and

(b) appropriate action is taken to reduce risks that are identified.

**PART 4: Suitability of staff, supply staff, and proprietors**

*17. The standards about the suitability of staff, supply staff, and proprietors are those contained in this Part.*

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<sup>6</sup> Keeping Children Safe In Education; and Working Together to Safeguard Children

<sup>7</sup> Health and safety: advice for schools

<sup>8</sup> S.I. 2005/1541, to which there are amendments not relevant to these Regulations.

18. (1) *The standard in this paragraph relates to the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff.*

(2) The standard in this paragraph is met if—

(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction;

(d) the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment; and

(f) in the case of staff who care for, train, supervise or are in charge of boarders, in addition to the matters specified in paragraphs (a) to (e), the proprietor checks that Standard 14 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools, is complied with,

and in the light of the information from the checks referred to in paragraphs (b, d and f) the proprietor considers that the person is suitable for the position to which the person is appointed.

20. (1) *The standard in this paragraph relates to the suitability of the proprietor of the school.*

(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if—

(a) MB—

(ii) does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either such direction.

(b) subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB—

(ii) checks confirming MB's identity and MB's right to work in the United Kingdom;.

21. (1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.

(3) The information referred to in this sub-paragraph is—

(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether—

(iii) a check was made to establish whether S is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction.

(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.

(7) The information referred to in this sub-paragraph is, in relation to each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007—

(a) whether each check referred to in sub-paragraph (6) was made.

**In particular the school must ensure that the following National Minimum Standards are met in relation to the school:**

**Standard 14 – Staff recruitment and checks on other adults**

14.1 Schools operate safe recruitment and adopt recruitment procedures in line with the regulatory requirements and having regard to relevant guidance<sup>9</sup> issued by the Secretary of State.

**PART 5: Premises of and accommodation at schools**

*22. The standards about the premises of and accommodation at the school are those contained in this Part.*

24. (1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including—

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<sup>9</sup> Keeping children safe in education; and Working Together to Safeguard Children

(a) accommodation for the medical examination and treatment of pupils; and

(b) accommodation for the short term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility.

25. The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

## **PART 8: Quality of leadership in and management of schools**

34. (1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school—

(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;

(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and

(c) actively promote the well-being of pupils.

(2) For the purposes of paragraph (1)(c) “well-being” means well-being within the meaning of section 10(2) of the Children Act 2004<sup>10</sup>.

**In particular the school must ensure that the following National Minimum Standards are met in relation to the school:**

### **Standard 13 – Management and development of boarding**

13.1 The school’s governing body and/or proprietor monitors the effectiveness of the leadership, management and delivery of the boarding and welfare provision in the school, and takes appropriate action where necessary.

13.3 The school’s leadership and management demonstrate good skills and knowledge appropriate to their role.

13.4 The school’s leadership and management consistently fulfil their responsibilities effectively so that the standards are met.

13.5 The school’s leadership and management and governance actively promote the wellbeing of pupils.

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<sup>10</sup> 2004 c.31.