



## MARLBOROUGH COLLEGE

14 April 2022

Dear Parents,

### **Inspection by the Independent Schools Inspectorate (ISI)**

In November 2021 the College received one of its periodic inspections by ISI. The Final Report of this Inspection is due to be published by ISI in May at which time I will send you a link to the Report and it will also appear on our website. I am writing now, having received a draft version of the Report, to give you a brief summary in advance.

I am pleased to report that the standards relating to Quality of Education, to Spiritual, Moral and Cultural Development, to Welfare and Health & Safety, to Premises, to the Provision of Information and to the Handling of Complaints have all been met. However, the Report also found that our Single Central Record (a document on which all employment checks are detailed) was not sufficiently robust to be able to evidence promptly that checks had been completed and, in a limited number of instances, that second references or regulatory authority clearances had not been obtained within the specified time frame. These instances were focused on recruitment in the period from December 2020 to September 2021, a period significantly impacted by COVID, both in terms of unexpected changes in staffing and in the availability and therefore ability of individuals and external agencies to provide references when required. It is ISI policy that these shortcomings in recruitment lead automatically to not meeting the standards in relation to Safeguarding and to Leadership and Management.

While the Final Report has not yet been published, it is our understanding that the above is what it will find. At Marlborough, we fully understand the importance of Safeguarding and I apologise for the fact that, on this occasion, we fell short of the high standards which inspectors rightly expect. Since the inspection, we have taken steps to address all issues which include:

- retraining all line managers on recruitment protocols
- completing all pre-employment checks before any new employee starts
- improving the Single Central Record to ensure management information is always available for effective and informed oversight.

With these changes, I am confident that our recruitment administration will be more efficient and effective, matching how the Reporting Inspector described the safeguarding culture at Marlborough which was as “outstanding, transformational and embedded”. We have asked ISI to visit the College for a progress monitoring inspection at their earliest convenience.

I wish you a thoroughly enjoyable Easter break and I look forward to having your children back with us next week.

Yours faithfully,

Louise Moelwyn-Hughes  
Master