



## **Material Change Inspection Report**

**Derby High School**

**April 2024**

## School's details

<b>School</b>	Derby High School			
<b>DfE number</b>	831/6001			
<b>Registered charity number</b>	1007348			
<b>Address</b>	Derby High School Hillsway Littleover Derby DE23 3DT			
<b>Telephone number</b>	01332 514267			
<b>Email address</b>	headsecretary@derbyhigh.derby.sch.uk			
<b>Headteacher</b>	Mrs Amy Chapman			
<b>Chair of governors</b>	Dr Bharat Lad			
<b>Proprietor</b>	Derby High School Trust			
<b>Age range</b>	3 to 18			
<b>Number of pupils on roll</b>	685			
	<b>EYFS</b>	51	<b>Primary</b>	204
	<b>Seniors</b>	334	<b>Sixth Form</b>	96
<b>Date of inspection</b>	30 April 2024			

# 1. Introduction

## Characteristics of the school

- 1.1 Derby High School is an independent co-educational day school located in Littleover, Derby. It was founded in 1892 and moved to its present site in 1958. The school is a charitable trust and is overseen by a board of governors. There are 35 pupils who receive additional support for special educational needs and/or disabilities (SEND). There are no pupils with an education, health and care (EHC) plan. English is an additional language (EAL) for 20 pupils of whom 5 receive additional support. The school's previous inspection was a focused compliance and education quality inspection in January 2023.

## Purpose of the inspection

- 1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase pupil capacity from 685 to 735 pupils from September 2024. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	<b>Met</b>
Part 3, paragraph 11 (health and safety)	<b>Met</b>
Part 3, paragraph 12 (fire safety)	<b>Met</b>
Part 3, paragraph 14 (supervision of pupils)	<b>Met</b>
Part 3, paragraph 16 (risk assessment)	<b>Met</b>
Part 4, paragraphs 18-21 (suitability of staff, supply staff and proprietors)	<b>Met</b>
Part 5, paragraphs 23-29 (premises and accommodation)	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Met</b>

## 2. Inspection findings

### Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

#### Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

#### Safeguarding implementation

- 2.3 The school meets the standard.
- 2.4 Safeguarding arrangements are well known by all staff and implemented effectively. Senior leaders ensure appropriate support for pupils' needs, including those of pupils with SEND. Pupils expressed confidence in being able to talk to a range of staff about any safeguarding concerns they may have. Records confirm that staff listen to pupils and take appropriate and timely action when they raise concerns. Pupils commented that the school has recently initiated a useful online intranet button for them to report any potential safeguarding matters. There is timely and appropriate communication with external agencies when this is required. Suitable support is offered to those involved in safeguarding incidents. A comprehensive relationships and sex education programme provides effective guidance about the dangers and consequences of inappropriate behaviour and relationships. Pupils are trained suitably in online safety. Regular pupil surveys take place to encourage good behaviour and monitor pupils' mental health and wellbeing. These are designed to promote the school's safeguarding culture and encourage pupils to share their concerns, which pupils feel is a helpful means of communication with their teachers.
- 2.5 All staff receive regular and appropriate training, including in their Prevent responsibilities, and have been trained on statutory guidance and online safety. When new staff are appointed, they complete a comprehensive induction process which ensures they understand their safeguarding responsibilities. Staff spoken with showed appropriate familiarity with *Keeping Children Safe in Education (KCSIE)* Part 1 and Annex B. They understand the code of conduct for staff and whistleblowing procedures. There are appropriate measures in place to handle any allegations against adults working in the school. Staff understand these and are prepared to report any concerns they may have. Members of the safeguarding team have sufficient time, status and authority to undertake their roles. They have the appropriate level of training, which is in line with local procedures. The team provides regular updates to all staff and opportunities to discuss any changes to safeguarding policies and their implementation.
- 2.6 Staff recognise the importance of 'early help' and intervention strategies. They are clear about the procedures for reporting any concerns about pupils and they implement these appropriately. Staff understand the types of child-on-child abuse that can occur, including sexual harassment or sexual violence, and the need to react to and appropriately report such behaviours. Appropriate and detailed records of any safeguarding concerns are maintained, including of low-level concerns. Records of safeguarding incidents demonstrate a culture in which detailed analysis of any incidents takes place. This is supported by effective monitoring systems, including of the use of technology, overseen by governors. Senior leaders liaise appropriately and promptly both with parents and the local safeguarding partnerships.
- 2.7 The governing board undertakes an annual safeguarding review with due diligence. All governors receive suitable safeguarding training. Safeguarding is a standing agenda item for all governing board meetings. Governors demonstrate suitable rigour in their oversight of arrangements, which includes undertaking a review of any safeguarding incidents that may occur.

- 2.8 The current arrangements are likely to meet the needs of the increase in pupil numbers envisaged in the material change request.

### **Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]**

- 2.9 The school meets the standard.
- 2.10 The school has a suitably structured health and safety organisation. The school health and safety representatives meet regularly with governing board sub-committee members who have specialist knowledge in health and safety matters. Half-termly reports are made to the full board. Governors undertake regular auditing of policies and procedures. All staff have suitable health and safety induction training. There are regular updates for both staff and governors on a termly basis, supplemented by online training as required. Appropriate health and safety checks are undertaken and recorded effectively. All injuries are recorded appropriately with those requiring medical attention being referred to suitably qualified staff in the reception area of both school sections. There is clear and appropriate guidance for staff leading trips and excursions, including those for pupils venturing overseas or on adventurous training. Security arrangements are appropriate. Access to the site is well managed given the nature of the school site, with electronically controlled entrance and exit points for both pedestrian and vehicle movement.
- 2.11 Site tours and discussions with school leaders confirmed that the current arrangements are likely to be sufficient to meet the needs of the increase in the number of pupils envisaged in the material change request.

### **Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]**

- 2.12 The school meets the standard.
- 2.13 The school meets the requirements of the Regulatory Reform (Fire Safety) Order 2005 by ensuring that the fire safety policy is implemented fully and all fire risk assessments are reviewed appropriately. Fire evacuation procedures are regularly rehearsed by staff and pupils, on at least a termly basis, with a report being made to the resources and facilities governing board sub-committee. External professional advice is sought when required and the new buildings are all fire safety compliant. All school buildings are fitted with a fire alarm system and are checked annually by external fire engineers, ensuring that the school has effective fire prevention arrangements. Scrutiny of records of fire risk assessments, fire evacuation procedures and logs of the maintenance of alarms, detectors and servicing arrangements confirm that fire safety is suitably promoted.
- 2.14 During site tours and in discussions with the school leaders, there was no indication that an increase in pupil numbers would have an adverse impact on fire safety arrangements.

### **Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]**

- 2.15 The school meets the standard.
- 2.16 Appropriate arrangements ensure that pupils of all age groups are suitably supervised and that their individual needs, such as those of pupils with SEND, are taken into account. Throughout the school, staff to pupil ratios are appropriate and a number of extra staff appointments are already in place to accommodate the proposed increase in pupil numbers. Guidance for staff involved in supervision duties is detailed and risk assessments are used to ensure that supervision levels are always appropriate. At all times pupils are supervised by qualified and experienced staff who know and understand their needs, including in the early years. Where senior pupils assist with younger pupils, the school ensures that they are directed and supervised in their duties. Satisfactory staff supervision

is in place to ensure appropriate supervision of pupils during all break and lunchtime periods, including when they are using the school's recreation and sports facilities.

- 2.17 The current arrangements are likely to be sufficient to meet the needs of the increase in pupil numbers envisaged in the material change request.

### **Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16]**

- 2.18 The school meets the standard.
- 2.19 An efficient and effective approach is taken to managing risk to ensure the welfare of all pupils in the school. An appropriate risk assessment policy is implemented effectively. All staff have received training in assessing risk for their respective areas and for organising school outings, including overseas trips. Scrutiny of risk assessment documents shows that appropriate evaluations are undertaken across all age groups, including consideration of the needs of vulnerable pupils. These identify likely risks and provide suitable measures to mitigate them. Additionally, where required, appropriate individual pupil welfare risk assessments are produced to support vulnerable pupils. Senior leaders review and sign off all risk assessments, including oversight of school trips both in the UK and overseas. The health and safety governor provides suitable oversight of the risk assessment process and its implementation. External consultants are engaged to give professional advice when required.
- 2.20 The current arrangements are likely to be sufficient to meet the needs of the increased number of pupils envisaged in the material change request.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]**

- 2.21 The school meets the standards.
- 2.22 The school ensures that it carries out the appropriate checks to ensure staff suitability before a person begins work. These include checks of the person's identity, right to work in the UK and overseas checks, where applicable. In addition, appropriate teaching and management prohibition checks are carried out if required, and all staff complete a medical self-declaration form. Part-time staff, volunteers and governors are all subject to the appropriate checking procedures. There is an appropriate single central register of appointments which senior management and governors review through routine spot checks of the register and associated staff files. All staff files contain a useful summary sheet of checks carried out, which corresponds to the details held on the single central register.
- 2.23 The current arrangements are likely to be sufficient to meet the needs of the increased pupil numbers envisaged in the material change request.

### **Premises and accommodation [ISSR Part 5, paragraphs 23-29]**

- 2.24 The school meets the standards.
- 2.25 Tours of the school's accommodation, including new building provision, confirmed that adequate toilet, washing and changing facilities are available to all pupils in the school. The new dining room facility provides for extra toilet and washing facilities as well as unisex and disabled facilities. The new changing rooms, located below the newly opened dining room, provide separate and appropriately labelled toilet facilities for pupils, and suitable changing and showering facilities are provided for pupils when taking part in physical education. Separate facilities are available for staff and visitors to the school. All the above facilities are suitable to meet the needs of the projected increase in the school's pupil population.

- 2.26 Tours of the school's teaching and recreation areas indicated that maintenance regimes are of an appropriate standard, suitably managed and documented. The school uses an online system for reporting maintenance requirements which prioritises responses in terms of the health and safety priority of the item logged. Governors provide suitable oversight and management of maintenance and refurbishment. Additional input is provided by members of the school's health and safety sub-committee. The above provision and facilities are suitable to meet the needs of the projected increase in pupil numbers.
- 2.27 Suitable first aid rooms, staffed by appropriately qualified first aiders, are available in both the junior and senior school sections. The provision includes a rest area, with bed access, available for pupil use, with suitable wash basin facilities and adjacent toilets, including a facility for disabled pupils if required. Additional facilities are available in the main senior school building for pupils requiring support and time out, but who do not require medical support. All the above facilities are suitable to meet the requirements of the projected material change requirements.
- 2.28 Tours of the school's accommodation confirmed that suitable acoustic and lighting arrangements and water supplies are in place and suitable throughout the school, including in the new building provision. Adequate sound insulation is provided where required, including acoustic fencing around the new build area. Internal and external lighting is adequate for the needs of the pupils and staff. External lighting for security purposes also allows evening functions to take place across the school campus after dark. Suitable water supplies are available across all areas of the school with hot and cold water as required, including ready access to drinking water. The release of rooms, as a result of the opening of the new dining room and changing room facilities, will enable the school to continue to develop its rooming provision, as evidenced in the strategic development plan. The current facilities however, including the new buildings, are suitable to meet the needs of the projected increase in the pupil population.
- 2.29 All age groups in the school site have direct access to suitable and appropriate spaces for physical education, recreation and relaxation, including in the early years. Pupils have access to an appropriate range of facilities. These include a sports hall and fitness centre; new tennis courts; an extra hard surface play area and an extensive area of grass playing fields. The size and variety of the current provision mean that pupils can be divided up into age-appropriate specific groups as required. The current facilities are suitable to meet the needs of the projected increase in the school's pupil population.

### **Provision of information [ISSR Part 6, paragraph 32(1)(c)]**

- 2.30 The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website and provided to parents on request.

### **Quality of leadership and management [ISSR Part 8, paragraph 34]**

- 2.31 The school meets the standard.
- 2.32 The school's leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards and requirements are met consistently, and they actively promote the wellbeing of the pupils. Members of the governing board regularly monitor the standards and ensure that policies and procedures are appropriate and relevant to the school's needs. The inspection visit confirmed that the senior management and the governing board have been managing a gradual increase in pupil numbers in the school effectively. A well-structured strategic development and risk assessment plan informs this process suitably. Scrutiny of

senior management and governing board minutes confirms that suitably careful consideration has been made of the implications of the proposed increase in the number of pupils.



### **3. Recommendation with regard to material change inspection**

#### **Recommendation**

- 3.1 During the visit, facilities and provision in respect of the proposed increase in pupil numbers were found to be suitable to meet the increased pupil numbers. This is supported by a detailed commentary and risk assessment, dated March 2024, produced by senior leaders in consultation with the governing board. This demonstrates strategic management of the proposed increase in pupil numbers.
- 3.2 It is therefore recommended that approval be given to allow the school to increase pupil capacity from 685 to 735 pupils from September 2024.

## **4. Summary of evidence**

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with the chair of governors. He visited different areas of the school and talked with groups of pupils. He scrutinised a range of documentation, records and policies.