



## **Material Change Inspection Report**

**Kingswood School**

**March 2024**

## School's details

<b>School</b>	Kingswood School			
<b>DfE number</b>	800/6000			
<b>Registered charity number</b>	309148			
<b>Address</b>	Kingswood School Lansdown Road Bath Somerset BA1 5RG			
<b>Telephone number</b>	01225 734200			
<b>Email address</b>	reception@kingswood.bath.sch.uk			
<b>Headteacher</b>	Mr Andrew Gordon-Brown			
<b>Chair of governors</b>	Mr Tim Lindsay			
<b>Proprietor</b>	Kingswood School Trustee Limited			
<b>Age range</b>	11 to 18			
<b>Number of pupils on roll</b>	895			
	<b>Day pupils</b>	728	<b>Boarders</b>	167
	<b>Lower and middle school</b>	638	<b>Sixth form</b>	257
<b>Date of inspection</b>	7 March 2024			

## 1. Introduction

### Characteristics of the school

- 1.1 Kingswood School is an independent co-educational day and boarding school. Founded by John Wesley in the 18th century, it moved to its present location in Bath in the 1850s. The school is a registered charity, overseen by a board of governors. The school is an associated member of the Methodist Independent Schools Trust and retains a Christian ethos. The school is organised into: the lower school, for pupils aged eleven to thirteen; the middle school, for those aged fourteen to sixteen; and a sixth form. The school's junior house for Years 7 and 8 is mixed gender and includes both boarding and day pupils. The six senior houses are single gender, four of them include boarders and day pupils while the other two are solely for day pupils. The school has 235 pupils who require support for special educational needs and/or disabilities (SEND). No pupil has an education, health and care plan. English is an additional language for 32 pupils. The school's previous inspection was a focused compliance and educational quality inspection in October 2022.

### 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 change its age range from 11 to 18 to 11 to 19 years, and to increase its total capacity from 890 to 940 pupils. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the National Minimum Standards for Boarding 2022.

Regulations which were the focus of the inspection	Team judgements
Part 1, paragraphs 2 to 4 (curriculum, including relationships and sex education; teaching; and assessment)	<b>Met</b>
Part 2, paragraph 5 (spiritual, moral, social and cultural development of pupils)	<b>Met</b>
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8	<b>Met</b>
Part 3, paragraph 11 (health and safety); NMS 9	<b>Met</b>
Part 3, paragraph 12 (fire safety); NMS 10	<b>Met</b>
Part 3, paragraph 14 (supervision of pupils); NMS 20	<b>Met</b>
Part 3, paragraph 16 (risk assessment); NMS 9	<b>Met</b>
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors); NMS 19	<b>Met</b>
Part 5, paragraphs 23 to 30 (premises of and accommodation at schools); NMS 4	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>

Part 7, paragraph 33 (manner in which complaints are handled); NMS 14	<b>Met</b>
Part 8, paragraph 34 (leadership and management); NMS 2	<b>Met</b>

## 2. Inspection findings

### **Quality of education provided – curriculum, including relationships and sex education (RSE), teaching and assessment [ISSR Part 1, paragraphs 2 to 4]**

- 2.1 The school meets the standards.
- 2.2 The curriculum is suitably documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. There is an appropriate proposed curriculum for pupils aged 11 to 18, including the small number of pupils who will be 19 years old. Suitable RSE provision is made for all secondary age pupils' including an appropriate sixth form tutor programme. These are in line with statutory guidance. The statement of the school's provision is published, and parents consulted, appropriately.
- 2.3 Teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is implemented. This includes the assessment of GCSE and A-level courses alongside business and technology education council national diplomas.
- 2.4 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

### **Spiritual, moral, social and cultural development of pupils [ISSR Part 2, paragraph 5]**

- 2.5 The school meets the standard.
- 2.6 The school's principles and values are actively promoted through the development of self-assurance and personal motivation, which are intrinsic to the school's ethos. They facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens. Lessons provide for a suitable strong focus on British values throughout the school. They encourage respect, tolerance and empathy towards the needs of others, including those with protected characteristics. This was evident in positive interactions observed between pupils and between staff and pupils through their celebration of world book day that took place during the visit. In discussions, pupils articulated the view that rules are necessary to ensure equality and fairness within society. A range of themed opportunities to explore sustainability and current affairs across the diverse school community engenders pupils' effective understanding of different cultures and the needs of a diverse world. Pupils develop age-appropriate democratic knowledge through classroom debates and the school council membership.
- 2.7 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

### **Welfare, health and safety of pupils – safeguarding and safeguarding of boarders [ISSR Part 3, paragraphs 7 and 8; NMS 8]**

#### **Safeguarding policy**

- 2.8 The school meets the requirements.
- 2.9 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**

- 2.10 The school meets the standards.
- 2.11 Scrutiny of records, observation and discussions with pupils and staff indicate that appropriate safeguards are implemented effectively, including in boarding. Those responsible for safeguarding hold senior positions within the school. They are suitably knowledgeable and appropriately trained, including for multi-agency working. Safeguarding, pastoral, healthcare and boarding staff share key information regularly and effectively. They take into account appropriately each individual pupil's physical and psychological needs and wishes, including those pupils with SEND. This information is used to agree appropriate action including the drawing-up and implementation of individual support plans. There is effective liaison with external agencies including referral to child and adolescent health services (CAMHS) and the local authority designated officer (LADO) for safeguarding. Training for other staff and for governors is conducted regularly as required. It is effective and includes informal updates.
- 2.12 Staff are suitably knowledgeable about changes in recent legislation, including the management of children's mental wellbeing, contextual safeguarding, child-on-child abuse, sexual harassment and sexual violence. They understand the principles underpinning the staff code of conduct and the procedures for making a referral, including the importance of reporting low-level concerns. Staff are confident about using whistleblowing procedures. In discussions, staff confirmed that training is thorough and safeguarding effectively managed. Senior leaders take appropriate action if any perceived breach of the staff code of conduct occurs, or an allegation is received with regard to an adult who works with children. They understand their responsibility to make referral to relevant statutory bodies once investigations by external agencies are completed.
- 2.13 The governor responsible for safeguarding meets regularly with the designated safeguarding lead (DSL) and deputies. Reports are given regularly to the governing board by the safeguarding governor and the DSL. These highlight appropriate details of any safeguarding incidents which occur, including during trips and outside of school. This ensures that governors have an appropriate level of understanding, scrutiny and oversight. This enables them to maintain effective oversight of safeguarding policies and their implementation throughout the whole school including in boarding. In addition to continuous monitoring, a suitable annual review of safeguarding is undertaken.
- 2.14 The school has a suitable staff recruitment policy and the proprietor ensures that all recruitment and other checks required by statutory guidance are undertaken. This includes checks on members of staff households living in boarding accommodation.
- 2.15 Pupils know how to contact the school's independent listeners. Any concerns they raise are monitored and acted upon effectively by the safeguarding team. Records confirm that when pupils raise a concern, they receive a timely response and action is taken where needed. Boarders stated confidently that they receive a detailed induction when they start school. This includes how to contact helplines including Childline and the Children's Commissioner. All pupils receive effective guidance on how to stay safe, including when online, who to talk to if they have concerns, and behavioural expectations. Pupils could name a number of staff to whom they would turn if they are worried or concerned. Any concerns raised are monitored and acted upon by the safeguarding team. Monitoring and filtering of technology is effective.
- 2.16 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

**Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; NMS 9]**

- 2.17 The school meets the standards.
- 2.18 The school has an appropriate policy for health and safety which is reviewed and updated regularly. It is implemented consistently and effectively. Senior leaders and governors monitor all aspects of health and safety regularly. Those responsible for day-to-day operations provide detailed reports. These include the completion of required maintenance logs and records of work carried out by internal maintenance staff and by contractors. The roles and responsibilities of staff and governors for health and safety are stated clearly and there is appropriate delegation of duties and training. Relevant senior staff, along with premises staff, know the school and boarding areas well and are aware of potential risks and hazards. Appropriate checks of school vehicles and drivers are undertaken which include the issue of annual driving permits. The school has a comprehensive asbestos management plan and appropriate measures are taken to ensure safe control and storage of hazardous substances (COSHH). Maintenance logs, including records of regular measurements for Radon, are used effectively by premises staff to prioritise work schedules and respond to emergencies without delay.
- 2.19 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

**Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12; NMS 10]**

- 2.20 The school meets the standards.
- 2.21 The school has a suitable fire risk policy which is reviewed and updated annually. The school's fire risk assessment is undertaken by a suitably qualified person. It is reviewed regularly, and any recommendations are implemented without delay. Appropriate fire procedures are implemented. Competent persons have been appointed to assist in taking preventative and protective measures including ensuring that all parts of the buildings are evacuated if there is a fire. Regular and suitable training is in place for staff and for those with responsibilities, including fire marshals.
- 2.22 Staff, pupils and visitors are provided with appropriate fire safety information, including how to evacuate buildings and where the fire assembly points are located. Regular fire drills are conducted at different times of the day, including in boarding time. The results of these are recorded accurately, including the time it takes for evacuation, any concerns, and any improvements that need to be made. Suitable emergency exits, escape routes and signage are in place. Effective monitoring systems ensure that these are maintained consistently to the required standards. Fire equipment including extinguishers and alarms are checked regularly by external contractors. Records of all fire safety checks are maintained appropriately and monitored by governors.
- 2.23 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

**Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; NMS 20]**

- 2.24 The school meets the standards.
- 2.25 The school has a suitable policy for supervising pupils that is implemented effectively across the whole school site. Staff receive guidance during induction and ongoing revision is provided in the staff code

of conduct and in regular updates. Staff have clear job descriptions detailing their supervision duties. Comprehensive duty rotas cover all areas of the school, different times of day and different times of the year. They take into account the age, number and needs of pupils and the locations and activities involved. Monitoring by senior staff ensures that supervision is effective, and that cover is put in place without delay if it is required.

- 2.26 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

### **Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 9]**

- 2.27 The school meets the standards.
- 2.28 There is a suitable policy and associated procedures with regard to risk assessment. Risk assessments are recorded electronically and monitored effectively by the governing body. There are clear lines of responsibility for assessing risk. Subject leaders and boarding house staff oversee risk assessments effectively. Senior leaders monitor assessments for off-site trips. Individual care plans for vulnerable pupils include the effective assessment of risk. Risk assessments are reviewed regularly, and appropriate action taken where required to reduce risk. The school has completed an effective risk assessment to identify how the proposed increase in numbers would affect school facilities. It has put suitable procedures in place to meet any needs identified.
- 2.29 The planning and procedures for offsite visits are detailed and clear with appropriate checks and approval in place. Parents are suitably informed of arrangements for school trips including behaviour expectations, safeguarding procedures, activities and travel details. Risk assessments are amended if changes occur. Any changes to arrangements are communicated to parents without delay.
- 2.30 Staff confirmed that they had received training regarding the completion of risk assessments, including those for offsite visits and residential. They are confident in completing them, including those for trips and hazardous activities.
- 2.31 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]**

- 2.32 The school meets the standards.
- 2.33 A suitable recruitment policy covers the required recruitment checks and procedures. This is implemented effectively. All staff, governors and persons engaged in regulated activity are checked and recorded appropriately on the single central register of appointments (SCR). Those responsible for carrying out the required recruitment checks and the maintenance of staff records ensure that checks and evidence are in place prior to commencing work in the school. Appropriate procedures are in place for managing contractors including ensuring that they are accompanied at all times if not checked by the school. Visitors to boarding are suitably controlled.
- 2.34 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.



**Premises and accommodation – toilets and changing accommodation; medical facilities; maintenance; acoustics; lighting; water supply and outdoor space [ISSR Part 5, paragraphs 23-30; NMS 4]**

- 2.35 The school meets the standards.
- 2.36 Suitable policies and procedures are in place which ensure that the school premises and accommodation and facilities, including boarding accommodation, are maintained to a standard where the health, safety and welfare of pupils is ensured as far as possible. There are sufficient designated toilet and changing facilities throughout the school currently. Suitable disabled facilities are available for staff and visitors. These are sufficient to accommodate the proposed increase in pupil numbers.
- 2.37 Suitable accommodation is provided for the medical examination and treatment of pupils and for the short-term care of sick or injured pupils in the school's health and wellbeing centre. The school site is appropriately secure. All visitors are required to sign into the main office and are accompanied at all times. Acoustics, lighting, and water supply are appropriate throughout the school. There is sufficient space for outdoor play and sports.
- 2.38 The school is likely to continue to meet the requirements when the upper age limit for pupils is increased to include 19-year-olds. The current arrangements are also likely to meet the needs of the proposed increase in the number of pupils.

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

- 2.39 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.

**Manner in which complaints are handled [ISSR Part 7, paragraph 33; NMS 14]**

- 2.40 The school meets the standards.
- 2.41 The school has an appropriate policy for recording and responding to complaints from parents. The school policy for handling parental complaints provides that complaints if any, are handled through a three-stage process (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear timescales and, at the third stage, the panel can make findings and recommendations which are communicated to the complainant. The arrangements are implemented effectively. The handling of all complaints received since the previous inspection followed the school's policy.

**Quality of leadership and management [ISSR Part 8, paragraph 34; NMS 2]**

- 2.42 The school meets the standards.
- 2.43 Senior leaders and the governors, including those with specific responsibilities for safeguarding and boarding, demonstrate good skills and knowledge and fulfil their responsibilities effectively, so that all the other standards are met consistently, and they actively promote the wellbeing of the pupils. The management of boarding is effective.

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

#### **Recommendation**

- 3.1 It is recommended that the request to increase capacity from 890 to 940 is granted. In addition, that the request to increase the age range of pupils from 11 to 18 to 11 to 19 is granted.

## **4. Summary of evidence**

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