



**Material Change Inspection Report**

**Wimbledon High School**

**March 2024**

## School's details

<b>School</b>	Wimbledon High School			
<b>DfE number</b>	315/6071			
<b>Registered charity number</b>	306983			
<b>Address</b>	Wimbledon High School Mansel Road London SW19 4AB			
<b>Telephone number</b>	020 3123 0810			
<b>Email address</b>	info@wim.gdst.net			
<b>Headteacher</b>	Ms Fionnuala Kennedy			
<b>Chair of governors</b>	Mrs Becky McKinlay			
<b>Proprietor</b>	The Girls' Day School Trust			
<b>Age range</b>	4 to 18			
<b>Number of pupils on roll</b>	1052			
	<b>EYFS</b>	48	<b>Juniors</b>	296
	<b>Seniors</b>	531	<b>Sixth Form</b>	177
<b>Date of inspection</b>	19 March 2024			

## 1. Introduction

### Characteristics of the school

- 1.1 Wimbledon High School GDST is an independent day school for female pupils. It is a registered charity and part of the Girls' Day School Trust (GDST). Ultimate responsibility for the governance of the school lies with the GDST Council and is delegated to their executive board. The school has a junior school, for pupils aged 4 to 11, which includes an early years setting; a senior school for those aged 11 to 16; and a sixth form. The school has 138 pupils who require support for special educational needs and/or disabilities (SEND), one of whom has an education, health and care plan. There are 73 pupils who speak English as an additional language (EAL). The school's previous inspection was a routine inspection in November 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 its total capacity from 1052 to 1095 pupils, and to increase the upper age limit of pupils to 19. 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. It was focused on the senior school and sixth form.

Regulations which were the focus of the inspection	Team judgements
Part 1, paragraphs 2 (curriculum) and 2A (relationships and sex education)	<b>Met</b>
Part 1, paragraphs 3 (teaching) and 4 (framework for pupils' performance)	<b>Met</b>
Part 2, paragraph 5 (spiritual, moral, social and cultural development of pupils)	<b>Met</b>
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)	<b>Met</b>
Part 3, paragraph 16 (risk assessment)	<b>Met</b>
Part 4, paragraphs 18-21 (suitability of staff)	<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>
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## 2. Inspection findings

### Quality of education provided – curriculum and relationships and sex education (RSE) [ISSR Part 1, paragraphs 2 and 2A]

- 2.1 The school meets the standards.
- 2.2 The school curriculum is suitably broad and covers all the required areas of learning. It provides for the needs of all pupils, including those with SEND. The curriculum aims are clearly outlined in a suitable curriculum policy which is supported by appropriate schemes of work for all year groups. An appropriate personal, social and health education (PSHE) programme is delivered by tutors. This includes a detailed RSE curriculum which is taught in all appropriate year groups in line with statutory requirements. The increase in the upper age range will not require alteration of the school's curriculum or RSE provision. It is suitable for the proposed increase in the total number of pupils.

### Quality of education provided – teaching and framework for pupils' performance [ISSR Part 1, paragraphs 3 and 4]

- 2.3 The school meets the standards.
- 2.4 Staff show sufficient subject knowledge and have relevant teaching experience to ensure that pupils make good progress according to their ability. Teaching in the school shows a good understanding of the aptitudes, needs and prior attainments of the pupils. These are met through well planned lessons and effective teaching methods. A suitable framework for the assessment of pupils' performance is implemented. Pupils aged 19 during their A-level courses will either complete the courses over three years or have joined the school from another education system with a different arrangement of the school year. The teaching and assessment currently provided will remain and is suitable for the proposed increase in the total 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 Senior leaders actively promote values which are fundamental to life in Britain through its curriculum, form time, assemblies and a variety of activities and events which take place throughout the year. They encourage pupils to have respect for other people regardless of their background or the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation. Pupils are taught to distinguish right from wrong and to accept responsibility for their own behaviour. Senior leaders ensure that pupils are prepared effectively for the responsibilities of citizenship in the UK and encourage respect for democracy and the democratic process. Pupils are given suitable opportunities to make meaningful contributions to the lives of others within the school and the local community. This provision is likely to remain suitable for the proposed increase in the total number of pupils. It does not need to alter if the upper age range is extended although the needs of older pupils older will be recognised.

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

#### Safeguarding policy

- 2.7 The school meets the requirements.

- 2.8 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**

- 2.9 The school meets the standard.
- 2.10 Implementation of all aspects of the school's safeguarding procedures is effective in providing appropriate support for the needs of pupils, including in the early years. The arrangements are likely to be sufficient to meet the needs of the proposed increase in pupil numbers and of pupils aged 19.
- 2.11 Staff demonstrate appropriate knowledge of the safeguarding procedures including those for whistleblowing, children missing in education and the code of conduct for staff. Procedures are implemented effectively to safeguard pupils at risk and those in need. The particular vulnerability of pupils with SEND is understood and these pupils receive appropriate support for their welfare and education. Staff show suitable understanding of their responsibilities and have a suitable knowledge of the thresholds for reporting potential issues, including child-on-child abuse. Staff are aware of who to go to if they have a concern or receive a disclosure and that they can make a direct referral to children's services if necessary.
- 2.12 The safeguarding policy provides contact details for the required local agencies. Suitable recruitment procedures for staff are outlined in the policy. The training for staff with specific safeguarding responsibilities is in line with local requirements and statutory advice. Training for all staff is of sufficient frequency and quality. Central records of training content and attendance are comprehensive.
- 2.13 Discussions with safeguarding leaders confirmed that both pupils and staff receive suitable guidance on how to address issues when they arise and receive appropriate support. Records of safeguarding confirm that the school acts appropriately in any situation that arises. Safeguarding leaders act straight away on any early signs of risk and monitor pupils.
- 2.14 Staff, including senior leaders, listen to the views of the pupils effectively. Pupils spoken to confirmed this and said that the school responds to all issues quickly and takes action when needed. This is confirmed in records of safeguarding incidents. The school has a suitable relationship with outside agencies. Referrals to children's services and the local authority designated safeguarding officer (LADO) are detailed and timely. Behavioural and safeguarding records are comprehensive. Senior leaders understand potential links between bullying or poor behaviour and safeguarding, including sexualised behaviour. Thresholds for referring such incidents to external agencies are understood. Any incidents of bullying or poor behaviour are handled appropriately with due care taken to safeguard the welfare of the bully or victim. Pupils are supported in learning how to keep themselves safe, including online. Monitoring and filtering of technology is effective. Younger pupils hand in their phones on arrival at school under appropriate arrangements.
- 2.15 Suitable arrangements for handling allegations against all staff are clearly included in the safeguarding policy. Records show that the school seeks immediate advice from children's services when any allegation is made. They show that procedures are followed effectively, and the school considers advice given appropriately. The school understands its role in reporting any person to the relevant regulatory bodies where necessary.
- 2.16 Governors are trained appropriately in safeguarding. They provide effective oversight and carry out an annual review of safeguarding appropriately.

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

- 2.17 The school meets the standard.

- 2.18 There is a suitable health and safety policy which is implemented effectively by senior leaders, ensuring that all relevant laws are complied with. Records show that testing of utilities is systematically undertaken. Training in health and safety is comprehensive throughout the school. Senior leaders monitor any trends and take steps to mitigate incidents. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.

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

- 2.19 The school meets the standard.
- 2.20 The school has a suitable fire prevention strategy, including a fire risk assessment and linked action plan. Evidence of regular testing and maintenance by a suitably qualified external fire specialist, last undertaken in February 2024, confirms that these measures are effective. The fire risk assessment includes all buildings and has been undertaken by a suitably qualified person. Fire procedures are understood by staff and pupils, who have training provided. Regular fire drills are undertaken and recorded. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.

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

- 2.21 The school meets the standard.
- 2.22 Pupils at all ages of the school are properly supervised by suitably qualified and trained staff. The school has planned effectively to recruit additional staff to meet the proposed increase in pupil numbers. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.

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

- 2.23 The school meets the standard.
- 2.24 The school has effective risk assessments for buildings and educational visits as well as aspects such as sport, travelling to the sports grounds, and activities. All appropriate risk assessments are clear and include approaches to be taken to identify and mitigate risks. There are specific and effective plans which assess risks for vulnerable pupils, which are managed through the safeguarding team. Senior leaders have assessed effectively any risk attached to the increase in pupil numbers and introduction of pupils aged 19. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.

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

- 2.25 The school meets the standards.
- 2.26 All the required checks on staff and governors are carried out and completed before they take up their positions. Arrangements to check contractors are appropriate. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.
- 2.27 The school maintains a comprehensive and accurate single central register of appointments which includes the dates on which all checks have been completed.

**Premises and accommodation – toilets and changing accommodation; medical facilities; maintenance; acoustics; lighting; water supply and outdoor space [ISSR Part 5, paragraphs 23-29]**

2.28 The school meets the standards.

2.29 Suitable toilet and changing facilities, and showering facilities where required by the standard are provided, as is appropriate accommodation for pupils' medical and therapy needs. The premises are maintained to the standard required by the health and safety executive; acoustics and lighting are appropriate; and water provision is adequate. There is suitable outdoor space for physical education and outdoor play. The school has been engaged in a significant building programme to provide more classrooms and further facilities to meet the needs of the growing numbers in the school. This includes a sixth-form centre which is separate to the rest of the school. This and other arrangements are likely to be sufficient to meet the needs of the envisaged increase in age range and pupil numbers.

**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.

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

2.31 The school meets the standard.

2.32 Suitable practices and procedures are implemented which ensure that senior leaders and governors manage safeguarding and welfare arrangements appropriately and monitor compliance with the standards. The leadership and management fulfil their responsibilities effectively so that the independent school standards are consistently met. The strategic and operational planning for the proposed increase in age range and number of pupils means that the school is likely to continue to actively promote the wellbeing of all pupils.



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

#### **Recommendation**

- 3.1 It is recommended that the school's request to increase its numbers to 1095 and its upper age range to 19 be approved. Planning for the proposed increase across all areas of the school is suitable.

## **4. Summary of evidence**

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with a representative of GDST. She visited different areas of the school and talked with a group of pupils. She scrutinised a range of documentation, records and policies.