



Material Change Inspection Report

St Andrew's College Cambridge

February 2024

School's details

College	St Andrew's College			
DfE number	873/6019			
Address	St Andrew's College 13 Station Road Cambridge CB1 2JB			
Telephone number	01223 903048			
Email address	wayne.marshall@standrewscambridge.co.uk			
Principal	Mr Wayne Marshall			
Chair of proprietors	Mr Aatif Hassan			
Proprietor	Dukes Education			
Age range	15 to 22			
Number of pupils on roll	147			
	Day pupils	40	Boarders	107
	Seniors	35	Sixth Form	112
Date of inspection	8 February 2024			

1. Introduction

Characteristics of the school

- 1.1 St Andrew's College is a co-educational boarding and day school located in central Cambridge. The school is part of the Dukes Education Group which provides the board of governors. The school has a senior section for pupils in Year 11 and a sixth form. The school caters for pupils from across the world. The school has four pupils who require support for special educational needs and/or disabilities, none of whom has an education, health and care plan. English is an additional language (EAL) for 145 pupils. The most recent inspections were a regulatory compliance inspection in September 2022 and a progress monitoring inspection in May 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 number of pupils from 147 to 157 from September 2024. 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. The inspection considered additional concerns at the request of the DfE.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8	Met
Part 3, paragraph 11 (health and safety); NMS 9	Met
Part 3, paragraph 12 (fire safety); NMS 10	Met
Part 3, paragraph 14 (supervision of pupils); NMS 20	Met
Part 3, paragraph 16 (risk assessment); NMS 9	Met
Part 4, paragraphs 18-21 (suitability of staff, supply staff and proprietors); NMS 19	Met
Part 5, paragraphs 23-30 (premises and accommodation); NMS 4, 5, 6 and 7	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management); NMS 2	Met

2. Inspection findings

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

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 standards.
- 2.4 Implementation of all aspects of the school's safeguarding procedures is effective in providing appropriate support for the needs of pupils, including boarders. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.
- 2.5 Safeguarding procedures are implemented effectively to safeguard children at risk and those in particular need. Staff show effective understanding of their responsibilities, including with regard to child-on-child abuse. All behavioural issues and allegations of sexualised behaviour, racism or bullying, are treated as potential safeguarding concerns and addressed appropriately. Pupils with EAL receive appropriate additional support to ensure that any safeguarding concerns are understood.
- 2.6 Child protection records are held securely and with suitable confidentiality. This enables staff to identify welfare considerations for individual pupils consistently and act upon them. The school monitors records to identify patterns of concern. In discussions, staff confirmed that they recognise the vulnerabilities of boarders when sharing overnight accommodation. Pupils' wellbeing is further supported by effective personal, social and health education, which includes appropriate focus on any current issues. Care for pupils' mental health is enhanced by the availability of suitably trained staff to provide counselling. Pupils are taught how to stay safe online and the school has appropriate controls of the use of technology.
- 2.7 Records show that the school communicates and refers concerns effectively, including to pertinent external agencies when appropriate. The safeguarding team seeks advice when necessary. Pupils, including boarders, reported in discussion that they feel safe in school. They said that if any concerns arise, they report them, confident they will receive a response and action will be taken where needed. Records of safeguarding, which are suitably thorough, confirm that any concerns are dealt swiftly and appropriately.
- 2.8 The safeguarding policy gives contact details as required for local safeguarding partners. The training for those with specific safeguarding responsibilities is in line with local requirements and statutory advice and is up to date. Training for teaching and non-teaching staff is of sufficient quality and frequency. Leaders and staff demonstrate appropriate awareness of the staff code of conduct, including the low-level concerns policy and safeguarding procedures, and are confident to use these.
- 2.9 The school has effective recruitment procedures which include appropriate checks on boarding staff. Safeguarding procedures include suitable arrangements for handling allegations against staff or senior leaders, and potential misconduct; these include seeking immediate advice from the local authority designated safeguarding officer (LADO). The school understands its role in reporting any person to relevant statutory bodies if circumstances require it.

- 2.10 Governors are trained appropriately in safeguarding. A governor with appropriate expertise maintains a close working contact with the designated safeguarding lead (DSL). Governors are suitably proactive in the school with regards to monitoring safeguarding policies and procedures, including through arrangements for an annual review. This is sufficient to ensure that all statutory requirements are met.

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

- 2.11 The school meets the standards.
- 2.12 There is an appropriate health and safety policy which is implemented effectively to ensure the safety of pupils, staff and visitors. Senior leaders and governors monitor all aspects of health and safety regularly and effectively. The roles and responsibilities of staff and governors is stated clearly and there is a clear delegation of duties. Records show that testing of all utilities is carried out regularly and systematically. Training is comprehensive and staff confirmed that they understand the importance of referring any concerns. Health and safety considerations have been integrated effectively into the planning of new classrooms and boarding accommodation. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.13 The school meets the standards.
- 2.14 The school has a fire safety policy which includes the elimination or reduction of risks from dangerous substances. A fire risk assessment of all current buildings has been undertaken by a suitably qualified person. Fire procedures are understood by, and training provided for, staff. Termly fire drills are carried out, including in boarding time, and recorded and pupils are suitably informed about evacuation procedures. Fire equipment is tested regularly, and evacuation routes are marked clearly. Any fire hazards noticed by pupils or staff are reported and rectified promptly. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.15 The school meets the standards.
- 2.16 Pupils, including boarders, are properly supervised by a suitable number of appropriately qualified and trained staff. Those staff supervising boarding are given suitable guidance for their roles. Boarders can easily contact a member of staff at night, if required. The arrangements are likely to be sufficient to meet the needs of the envisaged increase of pupil numbers.

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

- 2.17 The school meets the standards.
- 2.18 The school has a suitable risk assessment policy which is implemented effectively. Staff conduct appropriate risk assessments for each area of the school, for trips out of school and to safeguard the wellbeing of pupils with particular needs. Risk assessments for trips to activity centres take into account the assessments made by the centre and these are monitored effectively by the school. Risk assessments are in place to ensure boarders' safety when they are not on school premises. Relevant staff are made aware when risk assessments have been put in place. Suitable contingency

arrangements for boarders are in place if there were to be an overnight emergency. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.19 The school meets the standards.
- 2.20 All the required checks on staff and governors are carried out. Contractors send the school up-to-date information on checks they have undertaken on their employees, and the school makes appropriate further checks on arrival. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.
- 2.21 The school maintains correctly an accurate single central register of appointments which includes the dates on which all checks have been completed.

Premises and accommodation [ISSR Part 5, paragraphs 23 to 30; NMS 4, 5, 6 and 7]

- 2.22 The school meets the standards.
- 2.23 Adequate toilet facilities are provided. Suitable changing and showering facilities are available at the external venues where sporting activities take place. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; and water provision is adequate. Suitable outdoor space is provided for outdoor play.
- 2.24 Appropriate accommodation for pupils' medical and therapy needs is provided. Boarders are supported effectively with their health needs and have access to local medical, dental, optometric and other specialist services, as required. Medicines are stored securely and suitable records are kept. Reviews are held by leaders and governors after any serious medical incident and further training is put in place, where necessary.
- 2.25 Boarding houses provide good quality living and sleeping accommodation with ensuite toilet, washing and showering facilities. Secure entry and signing-in arrangements are in place and visitors to boarding houses are supervised at all times. Suitable laundry provision is in place. Boarders have lockable boxes in their rooms for valuables. Good quality, nutritious meals are provided for boarders in a central canteen at lunch and supper times. Breakfast, snacks and drinking water are provided in boarding houses.
- 2.26 The provision, including recently completed additional classrooms and boarding accommodation, is likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.27 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; NMS 2]

- 2.28 The school meets the standards.
- 2.29 Senior leaders and governors monitor safeguarding and welfare arrangements appropriately and carry out effective oversight of compliance with the regulatory standards. They fulfil their responsibilities so that independent school standards are met consistently. Boarding leaders undertake suitable training and demonstrate good skills and knowledge appropriate to their role. The strategic and operational planning for the proposed increased number of pupils includes provision of extra

safeguarding, boarding and other roles. The school actively promotes the wellbeing of pupils, including boarders.

3. Recommendation with regard to material change inspection

Recommendation

3.1 It is recommended the school's request to increase its numbers to 157 be approved.

4. Summary of evidence

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