



**ISI** Independent  
Schools  
Inspectorate

**REGULATORY COMPLIANCE INSPECTION REPORT**

**REDMAIDS' HIGH SCHOOL**

**NOVEMBER 2017**



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## SCHOOL'S DETAILS

<b>School</b>	Redmaids' High School			
<b>DfE number</b>	801/6015			
<b>Registered charity number</b>	1105017			
<b>Address</b>	Westbury Road Westbury – on Trym Bristol BS9 3AW			
<b>Telephone number</b>	0117 962 2641			
<b>Email address</b>	seniors@redmaidshigh.co.uk			
<b>Headmistress of Senior School</b>	Mrs Isabel Tobias			
<b>Headteacher of Junior School</b>	Mrs Lisa Brown			
<b>Chair of governors</b>	Mrs Jane MacFarlane			
<b>Age range</b>	4 to 18			
<b>Number of pupils on roll</b>	813			
	<b>Boys</b>	6	<b>Girls</b>	807
	<b>Day pupils</b>	813	<b>Boarders</b>	0
	<b>EYFS</b>	4	<b>Juniors</b>	164
	<b>Seniors</b>	513	<b>Sixth Form</b>	132
<b>Inspection dates</b>	29 to 30 November 2017			

## **1. BACKGROUND INFORMATION**

### **About the school**

- 1.1 Redmaids' High School is an independent day school for girls aged 4 to 18 years and boys aged 4 to 7 years. Since the previous inspection in 2013 The Red Maids' School merged with Redland High school, forming the newly created Redmaids' High School on the original Redmaids' site. Both junior and senior schools are on the same site with extensive playing fields and open spaces between them. The school is a registered charity and the two governing bodies came together at the merger to create an enlarged body which oversees the running of both schools. The junior and senior schools each have their own Head but the two work very closely together.
- 1.2 The original Red Maids' School dates from 1634 and Redland High School from 1882. The merged school of Redmaids' High School opened in Sept 2017. It is located in Westbury-on Trym, on the edge of Bristol's city centre, with additional sports fields a ten-minute drive away.
- 1.3 The school is divided into senior and junior schools but many senior school facilities are used by the juniors including dining and sports facilities.

### **What the school seeks to do**

- 1.4 The school aims to provide an educational experience for pupils in which intellectual development, academic success and pastoral care are complemented by high quality performance in the arts, sport and co-curricular activities. It seeks to develop the academic ability of pupils from many different backgrounds and cultures and to fulfil their potential by equipping them with the skills and knowledge to succeed in a changing world. Its aim is that pupils will be happy, independent and ambitious, will enjoy learning, and will be able to make a positive impact on their world.

### **About the pupils**

- 1.5 Pupils come from a variety of cultural and social backgrounds, increasingly so since the merger. Approximately half of the senior intake comprises junior school girls; others come largely from local maintained feeder schools. The overwhelming majority of pupils are UK born. The ability profile of pupils in the junior and senior schools is above average and broadly average in the sixth form.
- 1.6 There are 71 senior and 17 junior school pupils with special educational needs and/or difficulties (SEND), of whom 22 seniors and 11 juniors receive additional support. No pupil has a statement of special educational needs or an education, health or care (EHC) plan. Twenty seven senior and twelve junior pupils have English as an additional language (EAL), of whom 5 seniors and 1 junior receive additional support for their English.

## 2. REGULATORY COMPLIANCE INSPECTION

### Preface

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards ('the standards') in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. The inspection of schools that have early years settings not requiring registration similarly records whether the school complies with key provisions of the Early Years Foundation Stage statutory framework, and for registered settings the full range of the Early Years Foundation Stage provisions is considered. Additionally, the inspection reports on the school's accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school's most recent statutory inspection.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework and DfE requirements. The inspection may be of COMPLIANCE ONLY or a combined inspection of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any un-met standards identified at their previous inspection.

The inspection was also carried out under the arrangements of the ISC Associations for the maintenance and improvement of the quality of their membership.

**This is a COMPLIANCE ONLY inspection and as such reports only on the school's compliance with the standards.** The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

Inspections do not include matters that are outside of the regulatory framework described above, such as: an exhaustive health and safety audit; compliance with data protection requirements; an in-depth examination of the structural condition of the school, its services or other physical features; contractual arrangements with parents; an investigation of the financial viability of the school or its accounting procedures.

Inspectors may be aware of individual safeguarding concerns, allegations and complaints as part of the inspection process. Such matters will not usually be referred to specifically in published reports in this document but will have been considered by the team in reaching its judgements.

Links to the full regulations and requirements can be found here: [The Education \(Independent School Standards\) Regulations 2014](#), [Early Years Foundation Stage Statutory Framework](#).

## Key findings

- 2.1 The school meets the standards in the schedule to the Education (Independent School Standards) Regulations 2014 and relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements, and no further action is required as a result of this inspection.

### PART 1 – Quality of education provided

- 2.2 In the junior school, since 2015, attainment is measured and tracked by INCAS. Prior to that the junior school measured attainment using national curriculum tests. In 2014, the results were above the national average.
- 2.3 At GCSE, results in the years 2014 to 2015 have been above the national average for girls in maintained schools and in-line with the national average for girls in maintained selective schools. At IGCSE, results in the years 2014 to 2015 have overall been higher than worldwide norms.
- 2.4 In the sixth form, in the years 2014 to 2015, A-level results have been above the national average and results in International Baccalaureate (IB) examinations have been higher than worldwide norms and above UK averages.
- 2.5 The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The 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 in place.
- 2.6 **The standards relating to the quality of education [paragraphs 1–4] are met.**

### PART 2 – Spiritual, moral, social and cultural development of pupils

- 2.7 Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens.
- 2.8 **The standard relating to spiritual, moral, social and cultural development [paragraph 5] is met.**

### PART 3 – Welfare, health and safety of pupils

- 2.9 Arrangements are made to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance; good behaviour is promoted; bullying is prevented so far as reasonably practicable; health and safety requirements are met, including those relating to fire safety; provision is made for first aid. Pupils are properly supervised; admission and attendance registers are maintained, as required, and there is a strategic approach to risk assessment. A disability access plan is in place.
- 2.10 **The standards relating to welfare, health and safety [paragraphs 6–16], the requirement of Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996 are met.**

### PART 4 – Suitability of staff, supply staff, and proprietors

- 2.11 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors and a register is kept as required.
- 2.12 **The standards relating to the suitability of those in contact with pupils at the school [paragraphs 17–21] are met.**

## **PART 5 – Premises of and accommodation at schools**

2.13 Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play.

**2.14 The standards relating to the premises and accommodation [paragraphs 22–31] are met.**

## **PART 6 – Provision of information**

2.15 A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for those with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, and its results in public examinations, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website.

**2.16 The standard relating to the provision of information [paragraph 32] is met.**

## **PART 7 – Manner in which complaints are handled**

2.17 Parental complaints, if any, are handled effectively 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 time scales, and at the third stage the panel can make findings and recommendations which are communicated to the complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful,

**2.18 The standard relating to the handling of complaints [paragraph 33] is met.**

## **PART 8 – Quality of leadership in and management of schools**

2.19 The proprietor ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils.

**2.20 The standard relating to leadership and management of the school [paragraph 34] is met.**

### **3. INSPECTION EVIDENCE**

- 3.1 The inspectors observed lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with members of staff and with the chair of governors, observed a sample of the extra-curricular activities that occurred during the inspection period, and attended a form meeting and assembly. Inspectors visited the facilities for the youngest pupils, together with the learning support and educational resource areas. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined curriculum and other documentation made available by the school.

#### **Inspectors**

Mrs Susan Goff

Reporting inspector

Mrs Vicci Vaughan

Compliance team inspector (Compliance co-ordinator, GSA school)