



**ISI** Independent  
Schools  
Inspectorate

**Report for an Additional Inspection**

**The Elms School**

**June 2022**

## School's details

<b>School</b>	The Elms School			
<b>DfE number</b>	884/6001			
<b>Registered charity number</b>	843499			
<b>Address</b>	The Elms School Colwall Malvern Worcestershire WR13 6EF			
<b>Telephone number</b>	01684 540344			
<b>Email address</b>	office@elmsschool.co.uk			
<b>Headteacher</b>	Mr Christopher Hattam			
<b>Chair of governors</b>	Mr Simon Townsend			
<b>Age range</b>	3 to 13			
<b>Number of pupils on roll</b>	158			
	<b>Day pupils</b>	134	<b>Boarders</b>	24
	<b>EYFS</b>	11	<b>Juniors</b>	102
	<b>Seniors</b>	45		
<b>Date of visit</b>	30 June 2022			

## 1. Introduction

### Characteristics of the school

- 1.1 The Elms School is an independent co-educational day and boarding school situated in Colwall, Malvern. It is administered by a board of governors. There is one boarding house, situated in the main school building. There are 24 pupils at the school who have special educational needs and/or disabilities (SEND). One pupil in the school has an education, health and care (EHC) plan and 12 pupils speak English as an additional language (EAL). The school's previous inspection was a focused compliance and educational quality inspection on 2 to 5 November 2021.

### Purpose of the visit

- 1.2 This was an unannounced additional inspection at the request of the Department for Education (DfE) which focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2015 and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 11	<b>Met</b>
Part 3, paragraph 14 (supervision of pupils), NMS 15	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 7, paragraph 33 (complaints), NMS 18	<b>Met</b>
Part 8, paragraph 34 (leadership and management), NMS 13	<b>Met</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11]**

#### **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 The school implements its safeguarding arrangements effectively.
- 2.5 The designated safeguarding lead (DSL) and her deputies have the appropriate level of advanced training for their roles and the DSL carries out regular training for staff, including a recent session on sexualised and online child-on-child abuse, as well as providing regular informal updates. Staff in boarding have further appropriate training for their boarding roles. Staff understand the importance of professional conduct and say that they would not hesitate to use the whistleblowing procedure if necessary. Recruitment policies and procedures are effective and the school has appropriate filtering and monitoring systems in place to ensure pupils' online safety. Boarders and day pupils say that they are well educated about online risks and that they feel safe in school.
- 2.6 The school responds appropriately and promptly to safeguarding incidents and refers to relevant agencies and police any which meet the threshold of significant harm. This includes incidents that occur outside school which may involve pupils, including any sexual harassment or abuse. All behavioural incidents are recorded centrally so that patterns can be identified. The documentation of any serious safeguarding incidents is thorough and well organised, providing clear evidence of actions taken and communication with parents and guardians where appropriate. The school assesses the risks around any pupils of concern carefully and produces clear welfare plans and risk assessments to promote their ongoing well-being.
- 2.7 The school has a suitable safeguarding governor in place who has detailed knowledge of serious safeguarding concerns and liaises closely with the DSL and her team. Governors provide effective oversight. The full governing body carry out an annual review of safeguarding policies and procedures, the minutes of which show that careful interrogation takes place.
- 2.8 Should a pupil of concern move on to a different educational setting, staff forward details of any safeguarding information and have done so recently. The school informs the relevant local authorities if a pupil moves school at a non-standard time. Inspection evidence confirms this.

### **Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; NMS 15]**

- 2.9 The school meets the standard.
- 2.10 Scrutiny of supervision rotas for different areas of the school, different times of day and for boarding are in place and are suitable. They show that there are sufficient staff on duty and pupils confirm that staff are always visible or easily available to them. This includes areas of the school where potential poor behaviour may occur. Staff confirm that the rotas are strictly adhered to in practice and that if staff absences occur for any reason rotas are amended to maintain a suitable level of staffing to ensure pupils' safety. Boarding pupils say that they can always contact a member of staff at night if they need

to. Pupils and staff confirm that supervision is effective on school trips and that risk assessments are always in place to ensure pupils' safety.

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

2.11 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 18]**

2.12 The school meets the standards.

2.13 The school has a suitable complaints policy which is appropriately implemented. Detailed records are kept of all complaints, including those of an informal nature. In the past the school has held correctly constituted panel hearings though there have been no recent examples. Records show whether a complaint is related to boarding.

### **Quality of leadership and management [ISSR Part 8, paragraph 34; NMS 13]**

2.14 The school meets the standards.

2.15 School leaders demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. They actively promote the wellbeing of pupils. Oversight of the management of boarding and welfare provision is appropriate.

### **3. Regulatory action points**

- 3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, National Minimum Standards for Boarding Schools 2015, and the requirements of the Early Years Statutory Framework and no further action is required as a result of this visit.

## **4. Summary of evidence**

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