

## Report for an Additional Inspection

<b>School name</b>	Worth School
<b>DfE number</b>	938/6208
<b>Registered charity number</b>	1093914
<b>Address</b>	Paddockhurst Road Turners Hill Crawley West Sussex RH10 4SD
<b>Headmaster</b>	Mr Stuart McPherson
<b>Chair of governors</b>	Mr Tim Pethybridge
<b>Date of visit</b>	15 January 2019

## 1. Introduction

### Characteristics of the school

- 1.1 Worth School is an independent co-educational Catholic boarding and day school attached to Worth Abbey in Sussex. The school educates pupils between 11 and 18 years and is a charitable trust administered by governors, who are also the trustees. At the time of the visit, there were 607 pupils on roll (210 girls and 397 boys), of whom 311 were boarders. The school has 150 pupils who require and receive support for special educational needs and/or disabilities; no pupil has a statement of special educational needs or an education, health and care plan. English is as an additional language for 143 pupils, with 36 receiving support for this aspect of their learning. The school's previous inspection was a focused compliance and educational quality inspection in November 2017.

### Purpose of the visit

- 1.2 This was an unannounced additional visit 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) and the National Minimum Standards for Boarding 2015 to look at the school's safeguarding arrangements, including supervision, recruitment procedures and the leadership and management

Regulations which were the focus of the visit	Team judgements
Part 3, paragraphs 7 and 8; NMS 11 and 14.1 - Safeguarding	Not Met
Part 3, paragraph 14 - Supervision	Met
Part 4, paragraphs 18 to 21 - Suitability of staff, supply staff and proprietors	Met
Part 8, paragraph 34; NMS 13 - Quality of leadership in and management of schools	Not Met

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11 and 14.1]**

#### **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 does not meet the standards.
- 2.4 The school ensures that almost all arrangements to safeguard and promote the welfare of pupils pay regard to guidance issued by the Secretary of State. The school meets the requirements for providing information relating to safeguarding to parents which is published on the school web site. The policy is further supported by details of Prevent Duty guidance, a staff code of conduct, whistleblowing procedure and e-safety. The safeguarding policy is reviewed annually by the board of governors. The designated safeguarding lead (DSL) is a member of senior leadership and is assisted by a deputy DSL. The DSL and deputy DSL have undergone appropriate safeguarding training with the local authority and staff training is up to date. Pupils and staff receive suitable training in e-safety and the safe use of mobile phones. Safeguarding documents show concerns are appropriately acted upon and are kept secure.
- 2.5 The school has a suitable recruitment policy but it has not paid due attention to the most recent statutory guidance Keeping Children Safe in Education 2018 (KCSIE) with regards to the acceptability of references during the recruitment process. The school is rigorous in their request for references which include any concerns of a safeguarding nature. In accepting a reference, however, they have not always paid due regard to the need to identify, deter and reject people who may pose a risk of harm to children, as required in KCSIE.

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

- 2.6 The school meets the standard.
- 2.7 The school ensures that pupils are properly supervised through appropriate deployment of school staff both during the day and in boarding time. In boarding, suitable staff duty rotas are in place and guidance is given to staff with regard to their duties.

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

- 2.8 The school meets the standards.
- 2.9 The school has ensured that that all the recruitment checks required under Part 4 are completed before an individual takes up employment, and recorded as required.

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

2.10 The school does not meet the standards.

2.11 The leadership and management in almost all respects demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently. They generally fulfil their responsibilities effectively but do not always pay due regard to KCSIE when accepting references during the recruitment process and, therefore, do not always actively promote the well-being of pupils.

### 3. Regulatory action points

- 3.1 For the regulations which were the focus of this visit, the school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014, and National Minimum Standards for Boarding Schools 2015, and should take immediate action to remedy deficiencies as detailed below.

#### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7 and 8; NMS 11 and 14.1]**

- Ensure the school pays due regard to the guidance of KCSIE 2018 when accepting references that have potential safeguarding concerns [paragraphs 7 (a) and (b); 8(a) and (b); NMS 11 and 14.1].

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

- Ensure leadership and management consider the well-being of pupils when appointing staff with potential safeguarding concerns outlined on their references [paragraph 34 (1)(a), (b) and (c); NMS 13.3 – 13.5].