

Report for an Additional Inspection

School name	Padworth College			
DfE number	869/6009			
Address	Padworth Reading Berkshire RG7 4NR			
Headteacher	Mr Chris Randell			
Proprietors	Mr Charlie Freer and Mr Mark Jeynes			
Number of pupils on roll	72			
	Boys	46	Girls	26
	Day pupils	17	Boarders	55
	Seniors	40	Sixth Form	32
Date of visit	25 June 2019			

1. Introduction

Characteristics of the school

- 1.1 Padworth College is a coeducational boarding and day school for pupils between the ages of 13 and 19. It was founded in 1963 as an international college and is situated in Padworth, near Reading. Boarding provision is available from the age of 13 years. Governance is provided by the joint proprietors. The school has nine pupils who require support for special educational needs and/or disabilities (SEND), of whom one has an education, health and care plan. Also, 44 pupils speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in November 2018.

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), the National Minimum Standards for Boarding 2015

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraphs 7 and 8; NMS 11 (safeguarding)	Met
ISSR Part 3, paragraph 9; NMS 12 (behaviour)	Not met
ISSR Part 3, paragraph 14; NMS 15 (supervision of pupils)	Met
ISSR Part 3, paragraph 16; NMS 6 (risk assessment)	Met
ISSR Part 8, paragraph 34; NMS 13 (leadership and management)	Not met

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's policy for safeguarding promotes the welfare of pupils and shows regard for the most recent statutory guidance Keeping Children Safe in Education 2018. It is published on the school website in its most recent version. The policy includes details of Prevent Duty Guidance: for England and Wales (July 2015) and Working Together 2018, and is further supported by suitable policies covering the staff code of conduct, whistleblowing and e-safety. Appropriate procedures are in place to support pupils in need and for listening to pupils. Staff understand the need to report any concerns to the designated safeguarding lead (DSL) or directly to the appropriate authorities for child protection. Safeguarding documents show that concerns about pupil welfare are acted upon appropriately and records are kept secure.
- 2.5 The DSL and deputy DSLs have undergone appropriate and up-to-date training with the local authority, including the Prevent strategy. Staff training, conducted either by the DSL or the local authority is up to date and appropriate induction training has been provided for newly appointed staff. Staff who were interviewed could recall details of the training undertaken. Records of training are carefully maintained and recorded and kept secure.

Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9; NMS 12]

- 2.6 The school does not meet all of the standards.
- 2.7 The school has a suitable policy to promote good behaviour in school and in the boarding environment. The policy is further supported by appropriate policies on the use of drugs and alcohol. The school policy 'Expulsion, removal and suspension' also sets out the sanctions to be adopted in the event of pupils' misbehaviour. The school, however, does not implement the policy effectively. Sanctions outlined in the drugs policy, which states a zero tolerance will be applied and result in exclusion, are not consistently applied. The use of a three-day suspension is predominantly used if a drugs offence takes place. The school handles any drug offenses with due care for pupil welfare and all incidents are referred to the local authorities and police.
- 2.8 The school monitors behaviour and records any sanctions imposed for serious misbehaviour. Pupils and parents have documentation outlining the school rules and a suitable programme of education in the use of drugs and alcohol is delivered through the assembly programme, personal, social and health education curriculum or informal discussion.

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

- 2.9 The school meets the standards.
- 2.10 The staff supervising pupils, including boarders, are sufficient in number and are suitably qualified and experienced. Both day pupils and boarders are supervised at all times by identified members of staff in school and in the boarding houses. Staff know the whereabouts of boarders at weekends. Older pupils may leave the school site at weekends with permission from parents and guardians.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 6]

- 2.11 The school meets the standards.
- 2.12 The school has a suitable written risk assessment policy. The school has an active approach to managing risks regarding vulnerable pupils through suitable monitoring and management of their care.

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

- 2.13 The school does not meet all of the standards.
- 2.14 The leadership and management, including that for boarding, demonstrate, in most respects, effective fulfilment of their responsibilities. They have suitable policies in place for behaviour management with clear sanctions outlined. They have not, however, consistently implemented the drugs policy with regard to the sanctions applied for misbehaviour regarding the use of drugs.

3. Regulatory action points

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

Welfare, health and safety, behaviour [ISSR Part 3, paragraph 9; NMS 12]

- Ensure that the behaviour policy and associated drugs policy are both fully and consistently implemented with regard to sanctions [paragraph 9; NMS 12].

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

- Ensure that leadership and management demonstrate good skills and knowledge regarding the implementation of school policies so that they fulfil their responsibilities effectively so that the independent school standards are met consistently [paragraph 34 (1)(a) and (b); NMS 13.3, 13.4].

4. Summary of evidence

Written materials

- Safeguarding policy
- Whistleblowing policy
- Code of conduct for staff
- Code of conduct for students
- Missing child policy
- Alcohol policy
- Drugs policy
- Behaviour and sanctions policy
- PSHE provision
- Supervision arrangements in school and in boarding including the weekends

Meetings with school personnel

- Introductory meeting with head – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit.
- Meeting with the DSL – to discuss implementation of safeguarding policy, procedures, training and induction of new staff
- Senior leadership in charge of behaviour, drugs and alcohol policies to discuss implementation of the policy and sanctions
- Group of staff including housemaster, housemistress and day staff.
- Meeting with the proprietors regarding oversight of safeguarding and school policies

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Interviews with pupils, including boarders, in Years 9 and 12 chosen by inspectors