



ISI Independent
Schools
Inspectorate

Report for a Material Change Visit

Churher's College

May 2022

School's details

College	Churcher's College			
DfE number	850/6040			
Registered charity number	1173833			
Address	Churcher's College Ramshill Petersfield Hampshire GU31 4AS			
Telephone number	01730 263033			
Email address	enquiries@churcherscollege.com			
Headteacher	Mr Simon Williams			
Chair of governors	Mr Michael Gallagher			
Age range	2 to 18			
Number of pupils on roll	1256			
	EYFS	46	Juniors	217
	Seniors	686	Sixth Form	307
Date of visit	19 May 2022			

1. Introduction

Characteristics of the school

- 1.1 Churcher’s College is an independent co-educational day school. The senior and junior schools together form Churcher’s College, an educational charity, whose trustees hold proprietorial responsibility and form the governing body. The junior school, including an Early Years Foundation Stage setting, is on a separate site. The school has identified 74 pupils as having special educational needs and/or disabilities (SEND) which include physical, emotional and educational needs, and a further 21 receive support for their learning. Two pupils have an education, health and care plan. No pupil has English as an additional language. The school’s previous inspection was a remote material change inspection in December 2020.

Purpose of the visit

- 1.2 This was an announced material change visit at the request of the Department for Education (DfE) to assess the school’s proposal to increase its registered pupil number to 1320, through an increase of 80 pupils in the senior school. The junior school was not visited on this inspection. The visit focused on the school’s compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23–29 (premises and accommodation)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

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 standard.
- 2.4 The school implements its safeguarding arrangements effectively to safeguard and promote the welfare of pupils at the school. The safeguarding policy and procedures are based on the most up-to-date statutory guidance: *Keeping Children Safe in Education 2021 (KCSIE)* and *Working Together to Safeguard Children (2018)*. The policy is further supported by appropriate guidance covering the safe recruitment of staff, whistleblowing, a staff code of conduct, e-safety and preventing extremism and radicalisation.
- 2.5 The safeguarding team includes a designated safeguarding lead (DSL) and four deputies. All members of the team have recently received appropriate levels of safeguarding training, including with the local safeguarding partnership. Further courses have been taken in safer recruitment, mental health awareness and bereavement. Teaching and support staff are trained annually, including in KCSIE Annexes A and B and context-specific training involving different case studies. Additional updates are provided weekly in staff briefings. New staff undergo suitable face-to-face and online induction training. In discussion, staff showed suitable understanding of the training they have received. The vice-chair of governors is the lead governor for safeguarding and suitable arrangements are made for governors to conduct a thorough annual review of the school's policy. The safeguarding governor maintains close contact with the DSL and offers appropriate support.
- 2.6 There is prompt and effective liaison between the DSL and the relevant local authorities and children's services where pupils' needs meet thresholds for referral. The school has appropriate measures to deal with an allegation against any adult connected with the school and liaises effectively with external agencies in such cases, including with the police. Means of listening to children are suitable with a recently introduced facility to report online to the safeguarding team. Pupils confirm that they receive a response when they raise a concern and suitable action is taken. Detailed child protection records are held securely and with suitable confidentiality. Pupils report that their well-being is further supported by an effective personal, social and health education programme and a well-being centre. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

- 2.7 The school meets the standard.
- 2.8 The school's health and safety policy and training programme provides staff with adequate guidance on health and safety matters. Governors have made suitable arrangements for the delegation of responsibility to senior management and a health and safety committee, and they review procedures regularly through a health and safety governor. Procedures to manage day-to-day issues are effective and records are well maintained. The material change review concentrated on the new building designed to provide extra accommodation to cater for the proposed growth in pupil numbers and the well-being centre. A tour of the new building and evidence obtained from associated documentation

indicates that the building has been suitably risk assessed and is well maintained for safety. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

- 2.9 The school meets the standard.
- 2.10 The school has a suitable fire risk policy which is reviewed regularly by a competent person to ensure it identifies and remedies any potential risks to pupils and staff. Fire training is given to all staff and is part of the induction programme. Fire marshals are members of the support staff and are allocated to specific areas and suitably trained in their responsibilities. Fire drills take place termly and pupils report they know what to do should the fire alarm be activated. Emergency exits, lighting, equipment signage and alarms are maintained by a competent person and external contractors and are serviced regularly. A fire risk assessment has been completed satisfactorily on the new building. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

- 2.11 The school meets the standard.
- 2.12 The policy for supervision and duty rotas show that the school ensures adequate arrangements are provided and implemented to maintain suitable supervision of the pupils at all times both in school settings and out of school activities. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

- 2.13 The school meets the standard.
- 2.14 The school has an appropriate risk assessment policy and the risk assessment for the new building shows hazards and risks have been suitably identified. Risks, and the monitoring of them, are managed by a competent and appropriately trained person. Risk assessments are kept under constant review. When new risks are identified as a result of effective review, such as severe weather, a new assessment is put in place, suitable steps to mitigate risk are implemented and the result is monitored. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

- 2.15 The school meets the standards.
- 2.16 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors, and a register is kept as required. Procedures for checking staff before they take up their appointments are correctly recorded, and appropriate documentation retained in staff files. The standard is likely to continue to be met with the proposed increase in pupil numbers.

Premises and accommodation – [ISSR Part 5, paragraph 23–29]

- 2.17 The school meets the standards.
- 2.18 Suitable toilet and changing facilities, and showering facilities where required by the standard, and appropriate accommodation for pupils' 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. The standard is likely to continue to be met with the proposed increase in pupil numbers.

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

2.19 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]

2.20 The school meets the standard.

2.21 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. Planning for the new building and proposed increase in pupil numbers has ensured that appropriate steps have been taken so that other standards are likely to continue to be met with the proposed increase in pupil numbers.

3. Recommendation with regard to material change request

- 3.1 It is recommended that Churcher's College material change should be approved. The governance and management have made suitable plans for an increase in numbers on the senior site to accommodate and educate an extra 80 pupils. No material changes are planned for the junior site. The increase will be in two areas, Year 7 and the sixth form. The school has planned to introduce one extra form for September 2022 only. This will result in a seven-form entry instead of six forms. In September 2023 they will revert back to a six-form entry.
- 3.2 The school fully opened a new building in September 2021 with 10 extra classrooms, 2 computer rooms, new design technology facilities, new music teaching rooms and an auditorium. In addition, the school has extended its medical centre to include a well-being department with extra facilities for pupil welfare.
- 3.3 Two new additions have been made to the senior leadership team and some part-time staff have extended their teaching hours.

4. Summary of evidence

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