



**ISI** Independent  
Schools  
Inspectorate

**Material Change Inspection Report**

**Norwich School**

**October 2022**

## School's details

<b>School name</b>	Norwich School			
<b>DfE number</b>	926/6124			
<b>Registered charity number</b>	311280			
<b>Address</b>	Norwich School 71a The Close Norwich Norfolk NR1 4DD			
<b>Telephone number</b>	01603 728442			
<b>Email address</b>	hm@norwich-school.org.uk			
<b>Head Master</b>	Mr Steffan Griffiths			
<b>Chair of governors</b>	Mr Patrick Smith			
<b>Age Range</b>	4 to 18			
<b>Number of pupils on roll</b>	1198			
	<b>EYFS</b>	18	<b>Juniors</b>	244
	<b>Seniors</b>	595	<b>Sixth Form</b>	341
<b>Date of inspection</b>	20 October 2022			

## 1. Introduction

### Characteristics of the school

- 1.1 Norwich School is a co-educational day school located in the centre of Norwich. The school is divided into two sections: the junior school educates pupils aged between 4 and 11 years and includes an Early Year Foundation Stage (EYFS) setting; the senior school is for pupils aged 11 to 18 years, including a sixth form. The school is an educational charity whose council of management has overall responsibility for governance. The school has 113 pupils who require support for special educational needs and/or disabilities, two of whom have an education, health and care plan. Eighty-one pupils speak English as an additional language. The school's previous inspection was a focused compliance and educational quality inspection on 17 September 2019.

### Purpose of the inspection

- 1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase its capacity to 1250 pupils. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 2, paragraph 5 (spiritual, moral, social and cultural development of pupils)	<b>Met</b>
Part 3, paragraph 7 (safeguarding)	<b>Met</b>
Part 3, paragraph 9 (behaviour)	<b>Met</b>
Part 3, paragraph 10 (bullying)	<b>Met</b>
Part 3, paragraph 11 (health and safety)	<b>Met</b>
Part 3, paragraph 12 (fire safety)	<b>Met</b>
Part 3, paragraph 14 (supervision of pupils)	<b>Met</b>
Part 3, paragraph 16 (risk assessment)	<b>Met</b>
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors)	<b>Met</b>
Part 5, paragraphs 23–29 (premises and accommodation)	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Met</b>

## 2. Inspection findings

### **Spiritual, moral, social and cultural development of pupils [ISSR Part 2, paragraph 5]**

- 2.1 The school meets the standard.
- 2.2 Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens. The school promotes and encourages respect for other people, with particular regard to the protected characteristics set out in the 2010 Equality Act, including with regard to race. In the past two years, the school has reviewed its personal, social and health education programme and it now includes stronger and more regular promotion of respect in tutor times and assemblies. A member of staff has been appointed to support and extend the school's provision in related areas, including the establishment of societies for minority groups. Staff, pupils and visitors have led assemblies and events to celebrate and recognise diversity in the school's population and in the wider world. Pupils interviewed told inspectors they were confident that the school takes the issues of equality and diversity seriously and continuously improves its provision in this regard.
- 2.3 Evidence indicates that the standard is likely to be met should the material change be approved.

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

#### **Safeguarding policy**

- 2.4 The school meets the requirements.
- 2.5 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**

- 2.6 The school meets the standard.
- 2.7 The school implements its policy effectively to ensure the safeguarding of the pupils. The safeguarding and welfare of pupils with protected characteristics is promoted through the availability of dedicated staff and of school counsellors. Staff, governors and those in leadership positions have been appropriately trained. This includes training for school leaders on how to promote each protected characteristic in school. Pupils interviewed, including those from minority groups, were confident that there are trusted adults in school with whom they can share their concerns and that their well-being is promoted.
- 2.8 The school manages concerns about children in need or at risk effectively, liaising appropriately and promptly with parents and external agencies. Suitable procedures are implemented for the reporting and management of allegations of child-on-child abuse. The school refers incidents to external agencies including the police and acts on the guidance they are given. Records seen confirm that any instances of racism are followed up swiftly through the pastoral system. Instances of sexual harassment and sexual violence between pupils are handled appropriately. Support is given to victims and perpetrators.
- 2.9 A suitable code of conduct for staff is in place. This gives clear guidance about expectations of professional conduct by all staff and staff interviewed showed effective understanding of these expectations. Allegations against adults working in the school are handled effectively and in line with local safeguarding procedures. Governors exercise suitable oversight of safeguarding through an annual review of policy and procedures.

2.10 Evidence indicates that the standard is likely to be met should the material change be approved.

### **Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9]**

2.11 The school meets the standard.

2.12 The school promotes good behaviour through the drawing up and implementation of an effective behaviour policy. School records identify comments and other cases of discriminatory or prejudicial behaviour towards those with protected characteristics. Appropriate action is taken in response to such incidents, through discussions, the implementation of sanctions or suspension. Pupils from minority groups said that any concerns of this nature are swiftly addressed within the school's culture of respect and high expectations of behaviour.

2.13 Evidence indicates that the standard is likely to be met should the material change be approved.

### **Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10]**

2.14 The school meets the standard.

2.15 The school prevents bullying as far as reasonably practicable through the drawing up and implementation of an effective anti-bullying policy. The bullying log identifies instances of prejudicial bullying. These are few in number and do not include any recent cases of racist bullying.

2.16 Evidence indicates that the standard is likely to be met should the material change be approved.

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

2.17 The school meets the standard.

2.18 Procedures to maintain health and safety are consistent with those required by relevant legislation and are implemented effectively. Evidence indicates that the standard is likely to be met should the material change be approved.

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

2.19 The school meets the standard.

2.20 Appropriate measures are in place to comply with the requirements for fire safety. Evidence indicates that the standard is likely to be met should the material change be approved.

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

2.21 The school meets the standard.

2.22 The number of staff available to supervise the pupils is appropriate for the current number of pupils in the school. Evidence indicates that the standard is likely to be met should the material change be approved.

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

2.23 The school meets the standard.

- 2.24 Appropriate risk assessments are implemented in the school. No additional buildings will be required for the increased number of pupils included in the proposal for material change. Evidence indicates that the standard is likely to be met should the material change be approved.

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

- 2.25 The school meets the standards.
- 2.26 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors and a register is kept as required. Evidence indicates that the standard is likely to be met should the material change be approved.

### **Premises and accommodation – [ISSR Part 5, paragraphs 23–29]**

- 2.27 The school meets the standards.
- 2.28 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. Existing teaching spaces are sufficient to accommodate the larger groups proposed in the material change application safely. Suitable outdoor space is provided for physical education and outdoor play.
- 2.29 Evidence indicates that the standard is likely to be met should the material change be approved.

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

- 2.30 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]**

- 2.31 The school meets the standard.
- 2.32 Leaders and managers have the required skills and knowledge to ensure the standards are met and the wellbeing of the pupils is actively promoted. Following consultation with pupils, staff and parents, actions have been taken to ensure that the school actively promotes the wellbeing and inclusion of all groups of pupils with protected characteristics. Governors and leaders have ensured that suitable arrangements are in place to ensure the safeguarding of the pupils. Formal complaints from parents have been handled appropriately.
- 2.33 Evidence indicates that the standard is likely to be met should the material change be approved.

### **3. Recommendation with regard to material change inspection**

#### **Recommendation**

- 3.1 It is recommended that the proposed material change be approved. The school proposes to increase the size of year groups and teaching groups across the lower and senior schools in response to changing demands over time. The proposed increase in capacity will be accommodated within the current premises and pastoral and teaching structures of the school. Current procedures in place to ensure the health, safety and wellbeing of the pupils are appropriate for the planned increase in pupil numbers. Suitable recruitment procedures are in place should additional staffing be required.

## **4. Summary of evidence**

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

### **Inspectors**

Mrs Karen Williams

Reporting inspector