



ISI Independent
Schools
Inspectorate

Material Change Inspection Report

Wellesley Haddon Dene School

February 2023

School's details

School	Wellesley Haddon Dene School		
DfE number	886/6001		
Registered charity number	307852		
Address	Wellesley Haddon Dene School Wellesley House 114 Ramsgate Road Broadstairs Kent CT10 2DG		
Telephone number	01843 862991		
Email address	office@wellesleyhouse.net		
Co-headteachers	Mrs Joanne Parpworth and Mr Gavin Franklin		
Chair of the proprietary body	Mr Ali Khan		
Proprietor	Alpha Schools		
Age range	2 to 13		
Number of pupils on roll	210		
	Day pupils	201	Boarders 9
	EYFS	44	Pre-Prep 61
	Prep	105	
Date of inspection	20 February 2023		

1. Introduction

Characteristics of the school

- 1.1 Wellesley Haddon Dene school is an independent co-educational day and boarding school. The school was formed from a merger on 1 September 2022 of Haddon Dene School, which closed on 31 August 2022, and Wellesley House School. The school is based in the premises previously used by Wellesley House School. It is owned and overseen by the Alpha Schools group, which previously oversaw Haddon Dene School. The school is led by two co-headteachers, the previous heads of Haddon Dene School and Wellesley House School. There is one boarding house situated on the school premises which accommodates female and male weekly or flexi boarders in separate wings. The school has 23 pupils who require support for special educational needs and/or disabilities (SEND), of whom three have an education, health and care (EHC) plan. There are 19 pupils who speak English as an additional language. The school in its current form has not previously been inspected. The previous inspection of Wellesley House School was a focused compliance inspection combined with an educational quality inspection, which took place in May 2019. Haddon Dene School received a regulatory compliance inspection in June 2022.

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 suitability of the school which has resulted from the merger. The inspection was also to assess the school's proposal to cater for a maximum 320 pupils. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2022 and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 6, 7 and 8	Met
Part 3, paragraph 11 (health and safety); NMS 9	Met
Part 3, paragraph 12 (fire safety); NMS 10	Met
Part 3, paragraph 14 (supervision of pupils); NMS 20	Met
Part 3, paragraph 16 (risk assessment); NMS 9	Met
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors); NMS 19	Met
Part 5, paragraphs 23–29 (premises and accommodation); NMS 9	Met
Part 5, paragraph 30 (boarding accommodation); NMS 4 and 5	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (quality of leadership and management); NMS 2	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding and safeguarding of boarders [ISSR Part 3, paragraphs 7 and 8; NMS 6, 7 and 8]

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 acts in the best interests of the pupils, including children in the EYFS. It provides suitable avenues for them to share any concerns that they might have and it acts effectively on any concerns that are raised. The designated safeguarding lead (DSL) and deputy DSL ensure that all staff, including themselves, are appropriately trained. All understand their safeguarding responsibilities and current definitions of different types of abuse. Staff who spoke to the inspector demonstrated understanding of the staff code of conduct and the procedures to follow should a safeguarding concern about children in need or children at risk arise. They also conveyed the confidence to follow whistleblowing procedures. Safeguarding records confirm that the school implements locally agreed inter-agency procedures successfully, including those relating to child-on-child abuse. It handles allegations against staff appropriately, including liaising with external agencies and reporting to the Disclosure and Barring Service and the Teaching Regulation Agency when appropriate. Records also confirm that pupils affected by child-on-child abuse and other safeguarding issues receive appropriate support. The school teaches pupils how to keep safe, including when online. It filters the internet and monitors usage of this appropriately. The proprietary body monitors safeguarding policies and procedures suitably, with reviews taking place each term. It ensures that the school implements an effective safer recruitment policy. The safeguarding team provide sufficient cover for their role, including in the EYFS and in boarding. They have the capacity to provide suitable cover for 320 pupils.
- 2.5 The school provides boarders with meals which are of good quality, nutritionally balanced and offer sufficient choice. Appropriate hygiene is maintained. Leaders ensure that the school caters effectively for boarders with special dietary, religious or medical needs. Boarders have appropriate access to drinking water and snacks.
- 2.6 The school caters for boarders' health and wellbeing effectively. It implements suitable policies for the administration of first aid and medication. There are suitably equipped sick bays in both the male and female areas of boarding accommodation. These provide appropriate privacy and are staffed by suitably trained nurses. An appropriately trained matron is available to boarders throughout boarding time. Boarders have appropriate access to medical and counselling services.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; NMS 9]

- 2.7 The school meets the standards.
- 2.8 The school implements a suitable health and safety policy effectively. Health and safety responsibilities are delegated clearly. Maintenance logs confirm that all required checks and maintenance are carried out systematically. Any hazardous substances are stored safely and

potentially risky areas, such as the swimming pool and science laboratories, are locked when not in appropriately supervised use. Leaders and proprietors review health and safety regularly and frequently. An emergency plan is in place. Current health and safety arrangements seem likely to remain suitable should pupil numbers reach 320.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12; NMS 10]

- 2.9 The school meets the standards.
- 2.10 The school implements appropriate fire safety measures. Leaders ensure that regular fire risk assessments take place and that any actions required as a result of these are implemented effectively. Fire drills are held at least termly, with additional termly fire drills taking place during boarding time. There are appropriate checks and maintenance of fire safety equipment. Fire signage across the school site is clear and emergency exits and lighting are maintained. Staff receive appropriate training in fire safety, with fire marshals receiving more advanced training. Pupils new to boarding receive information to ensure that they know what to do in an emergency. Current fire safety arrangements seem likely to remain suitable should pupil numbers reach 320.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; NMS 20]

- 2.11 The school meets the standards.
- 2.12 A tour of the school and scrutiny of supervision duty rotas confirm that pupils are appropriately supervised. Required staff-to-child ratios are adhered to in the EYFS. There are enough suitably qualified boarding staff to ensure that boarders are appropriately supervised outside teaching hours and during boarding time. The school employs sufficient staff to be able to supervise 320 pupils effectively.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 9]

- 2.13 The school meets the standards.
- 2.14 The school implements a suitable written risk assessment policy effectively. Risk assessments seen for the premises and accommodation and for school activities and external trips systematically identify potential hazards and risks. They detail suitable control measures and actions taken to reduce or remove risk. Risk assessments take into account pupils' welfare needs appropriately. All likely risks arising from the schools' merger and with increasing total pupil numbers have been considered. Current risk assessment arrangements seem likely to remain suitable should pupil numbers reach 320.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]

- 2.15 The school meets the standards.
- 2.16 The school ensures that the school carries out all required pre-employment checks on staff and proprietors. The school does not use supply staff. These checks are recorded as required in a single central register of appointments. Staff files contain appropriate content. Members of staff households aged over 16 years have been subject to an enhanced criminal record check and signed a suitable written agreement. Visitors to boarding are controlled appropriately.

Premises and accommodation [ISSR Part 5, paragraphs 23–29; NMS 9]

- 2.17 The school meets the standards.
- 2.18 The premises and accommodation are well maintained and secure. They include suitable toilet, washing, showering and changing facilities. The medical room and two sick bays are appropriately furnished and equipped. They contain basins and are near to toilet facilities. Acoustics and internal and external lighting in all parts of the premises are suitable. Suitable drinking water is provided and outlets for this are clearly labelled. The temperature of water is controlled effectively. The school is a large site and includes ample outdoor space for physical education and play. The premises and accommodation have the capacity to cater for 320 pupils.

Premises and accommodation – boarding accommodation [ISSR Part 5, paragraph 30; NMS 4 and 5]

- 2.19 The school meets the standards.
- 2.20 The school provides boarders with good quality and suitably risk assessed sleeping accommodation. This accommodation provides sufficient privacy and is appropriately separated for male and female boarders. Suitable living accommodation and toilet, washing and showering facilities are provided for boarders of both sexes. The boarding accommodation is clean, ventilated, well-lit and heated. Bedding appears clean and comfortable, and sleeping rooms provide appropriate opportunities for personalisation. Staff accommodation is clearly labelled and separate to that of boarders. The security of boarding houses is maintained through electronic access, and no access is granted to unauthorised persons. Suitable arrangements are in place for the storage of boarders' valuables and for their laundry. Both male and female areas of boarding accommodation have the capacity to cater for an increased number of boarders effectively.

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

- 2.21 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; NMS 2]

- 2.22 The school meets the standards.
- 2.23 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 wellbeing of the pupils. Appropriate leadership and management of boarding ensure that the required policies and records are maintained and effectively monitored. Leaders and proprietors have planned appropriately to ensure the school's compliance following the merger of the two schools into one. They have also planned appropriately for the proposed increase in pupil numbers to a maximum of 320.

3. Recommendation with regard to material change inspection

Recommendation

- 3.1 It is recommended that the school's proposal, to merge the now closed Haddon Dene School and Wellesley House School into one school named Wellesley Haddon Dene School, and to cater for a maximum 320 pupils, be approved.

4. Summary of evidence

- 4.1 The inspector held discussions with the co-headteachers, senior leaders and other members of staff and met virtually with the chair of the proprietary body. He visited different areas of the school, talked with groups of pupils and scrutinised a range of documentation, records and policies.

Inspectors

Mr Steven Popper

Reporting inspector