



ISI Independent
Schools
Inspectorate

Material Change Inspection Report

Bosworth Independent College

December 2022

School's details

School	Bosworth Independent College			
DfE number	941/6062			
Address	Bosworth Independent College Newton Building St George's Avenue Northampton NN2 6JB			
Telephone number	01604 239995			
Email address	reception@bosworthcollege.com			
Headmaster	Mr. Jason Lewis			
Proprietor	CATS Global Schools Group			
Age range	13 to 22			
Number of pupils on roll	206			
	Day pupils	65	Boarders	141
	Seniors	92	Sixth Form	114
Date of inspection	2 December 2022			

1. Introduction

Characteristics of the school

- 1.1 Bosworth Independent College is a co-educational independent day and boarding school providing mostly one-year or two-year courses leading to GCSE, A level or University Foundation Programme (UFP) qualifications. The school is owned by CATS Global Schools/Bright Scholar UK Holdings Ltd which provides governance of the school. Boarders are accommodated in two houses within walking distance of the academic school buildings. Older pupils aged over 18, who have school and parental consent, live semi-independently in one of two senior houses nearby.
- 1.2 The school has identified 36 pupils as having special educational needs and/or disabilities (SEND). One pupil in the school has an education, health and care (EHC) plan. English is an additional language (EAL) for 156 pupils. The school's previous inspection was a focused compliance inspection with educational quality in January 2022.

Purpose of the inspection

- 1.3 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to move to new accommodation for teaching and learning. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the National Minimum Standards for Boarding 2022.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8	Met
Part 3, paragraph 11 (health and safety); NMS 9	Met
Part 3, paragraph 12 (fire safety); NMS 10	Met
Part 3, paragraph 16 (risk assessment); NMS 9	Met
Part 5, paragraphs 23-30 (premises and accommodation); NMS 4	Met
Part 8, paragraph 34 (leadership and management); NMS 2	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 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 Safeguarding arrangements are implemented effectively in line with current statutory guidance. The school provides appropriate support for pupils' needs, including listening to pupils, giving a response and taking appropriate action when concerns are raised. All staff have received suitable training on recent changes to statutory guidance and online safety. New staff complete a comprehensive induction process to ensure they understand their safeguarding responsibilities, including details of *Keeping Children Safe in Education (KCSIE)* Part 1 and Annex B; the staff code of conduct; whistleblowing procedures; procedures for children missing education; and the school's behaviour policy. The designated safeguarding lead (DSL) and deputy have sufficient status and authority to undertake their roles, and have appropriate levels of training, which is in line with local procedures. The DSL and deputies provide regular informal updates to staff and opportunities for discussion on any changes to safeguarding policy and its implementation. Members of the proprietary body are suitably trained in safeguarding.
- 2.5 Staff have a full understanding of their safeguarding responsibilities, including for any pupils with SEND and/or EAL and for boarders. They recognise the importance of 'early help' strategies, know how to report any concerns about pupils, and do so appropriately. They understand the varied types of child-on-child abuse and the seriousness of such behaviours. Arrangements to ensure the welfare of boarders, including pupils who live in semi-independent accommodation are appropriate. These include suitable guidance on moving between boarding accommodation and the main school and on moving around the local area.
- 2.6 They understand how to report any concerns about senior leaders or other adults working with pupils including those that are at a low level. Appropriate records for safeguarding concerns are maintained, which are regularly monitored by the DSL. These show timely and appropriate liaison with both parents and local agencies. The governing body undertakes an annual safeguarding review with due diligence, demonstrating appropriate rigour in their oversight of arrangements. They require suitable checks on staff recruited to work in the school, including contractors. They provide a suitable level of support and challenge.

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 has an appropriate written health and safety policy which covers the areas suggested by the relevant health and safety laws. Senior leaders ensure that this is fully implemented. The new site is secure and all utility and other checks have been carried out appropriately. Hazards are identified

accurately and their impact is minimised. Testing for legionella is suitably regular as is testing of electrical appliances. Records of checks are methodical. Senior leaders meet regularly to monitor and address all aspects of health and safety for the site necessary to ensure that pupils, staff and visitors are safe. The proprietor oversees these processes effectively. New staff are provided with appropriate health and safety information through the induction process and are provided with regular updates as a reminder of key issues relating to their roles.

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

- 2.9 The school meets the standards.
- 2.10 A suitable fire safety policy is in place and arrangements for fire evacuation from each building and boarding houses are well understood by students and staff. Staff receive appropriate fire training as part of the induction process which was updated in light of the change of accommodation for teaching and learning this year. An external fire risk assessment has been completed for the new premises and action taken in line with the recommendations. Alarm systems including extinguishers are regularly maintained by an external specialist.

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

- 2.11 The school meets the standards.
- 2.12 A suitable risk assessment policy and comprehensive arrangements are in place to ensure that risks are appropriately identified, including for the new premises. Suitable action is taken to reduce risk across the school site and the boarding houses. All staff who are involved in producing risk assessments for activities, trips off site, or areas of the school receive appropriate training on induction, and this is updated when necessary. The planning process for off-site visits including a detailed process of risk assessment is effectively developed and used consistently. Suitable assessment is made where new risks are identified. Senior staff oversee the risk-assessment process, sign off the assessments and evaluate their effectiveness.

Premises and accommodation – [ISSR Part 5, paragraphs 23-30; NMS 4]

- 2.13 The school meets the standards.
- 2.14 The school provides suitable toilet, changing and showering facilities for the sole use of pupils. This is appropriately segregated. The accommodation for pupils' medical and therapy needs is appropriate and well managed. Drinking water stations are provided at appropriate intervals on each floor of the building. The premises, including the new teaching and learning building, are well maintained to a standard in line with health and safety requirements, following a complete refurbishment earlier this year. Acoustics and lighting are suitable for the range of activities undertaken. The outdoor areas available provide sufficient space for physical education and outdoor recreation. Boarding accommodation is unchanged and is suitable for the needs of the pupils.

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

- 2.15 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 11]

2.16 The school meets the standards.

2.17 The school's leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. Proprietorial review is suitably thorough to ensure that policies are effectively implemented in practice and actively promote the wellbeing of all pupils, including boarders. Planning for the move to the new premises was systematic and implemented effectively.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this inspection, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and the National Minimum Standards for Boarding Schools 2022, and no further action is required as a result of this inspection.

Recommendation with regard to material change inspection

Recommendation

- 3.2 It is recommended that the school's request to move to new accommodation for teaching and learning be approved. The new building provides an appropriate environment for learning and extends the range of available teaching spaces and resources for learning. These are appropriate for the age range of the students. The building is suitably maintained, having been completely refurbished before being used by the school. All requirements and arrangements to ensure the health and safety of all those on site have been met. The arrangements for fire safety have also been suitably reviewed and amended to ensure that they meet requirements. The risk assessment policy and supporting risk assessments demonstrate a robust and secure process for reducing risk, including for trips and visits off site. The systems in place for health and safety, fire safety and risk assessment are monitored effectively by senior managers and proprietors. Pupils interviewed confirmed that they find the new building to be a suitable learning environment.

4. Summary of evidence

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with a member of the proprietorial body. She toured the whole site, including boarding accommodation, and visited and talked with groups of pupils. She scrutinised a range of documentation, records and policies.

Inspectors

Mrs Diane Gardiner

Reporting inspector