



**ISI** Independent  
Schools  
Inspectorate

**Material Change Inspection Report**

**The King's School Witney**

**March 2023**

## School's details

<b>School</b>	The King's School Witney			
<b>DfE number</b>	931/6100			
<b>Registered charity number</b>	1056921			
<b>Address</b>	The King's School New Yatt Road Witney Oxfordshire OX29 6TA			
<b>Telephone number</b>	01993 778463			
<b>Email address</b>	office@tkswitney.org.uk			
<b>Principal</b>	Mr Matthew Cripps			
<b>Chair of governors</b>	Mr Russell Beese			
<b>Proprietor</b>	Oxfordshire Community Churches			
<b>Age range</b>	2 to 16			
<b>Number of pupils on roll</b>	201			
	<b>EYFS</b>	21	<b>Primary</b>	83
	<b>Secondary</b>	97		
<b>Date of inspection</b>	20 March 2023			

## 1. Introduction

### Characteristics of the school

- 1.1 The King's School is an independent day school for male and female pupils. It is part of the Oxfordshire Community Churches (OCC) group, a registered charity and a company limited by guarantee. The proprietors are the trustees of the OCC who delegate many of their responsibilities to a board of governors. The school consists of three sections: the Early Years Foundation Stage (EYFS), for pupils aged three to five; the primary school, for those aged five to eleven; and the secondary school for pupils aged eleven to sixteen. The school has 27 pupils who require support for special educational needs and/or disabilities. One pupil has an education, health and care plan. There are nine pupils who speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in December 2018.

### 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 the total number of pupils from 210 to 250. 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 3, paragraph 7 (safeguarding)	<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 the proprietor)	<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

### 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 Implementation of all aspects of the school's safeguarding procedures is effective in providing appropriate support for pupils, including children in the EYFS. The school's arrangements are likely to meet the needs of the proposed increase in pupil numbers.
- 2.5 The school's procedures reflect fully the content of *Keeping Children Safe in Education 2022*. They are implemented effectively to safeguard children at risk and those in need. Suitable arrangements are in place for listening to pupils and for liaising with parents and external agencies when required. Pupils say that they feel safe, confident in the knowledge that staff will take prompt and appropriate action to address any concerns they might have. That this happens in practice was confirmed in the scrutiny of records and discussions with pupils. Pupils receive guidance on staying safe and understand how to stay safe online. Appropriate procedures are in place for handling concerns relating to child-on-child abuse and allegations against adults working in the school, including low-level concerns. The mental health of pupils is given a suitably high priority.
- 2.6 Staff, including those with leadership responsibility for safeguarding, are suitably trained, including with regard to the prevention of radicalisation. Records of this training are systematically kept and show that the training for all staff is current, appropriate and in line with local requirements. On joining the school, new members of staff receive appropriate induction in safeguarding. Those members of staff interviewed demonstrated a secure understanding of their roles and responsibilities and of the staff code of conduct and whistleblowing policy. Staff share and record concerns diligently and know that they can make a direct referral to children's services if necessary. They have a clear understanding of current definitions of abuse and recognise the vulnerability of pupils with protected characteristics. Staff confirm that they are aware of the procedures necessary to minimise the risk of child-on-child abuse and recognise the possibility that such abuse may be taking place without being reported.
- 2.7 Effective procedures are implemented to ensure that appropriate and timely checks are made to confirm the suitability of staff. The proprietor exercises suitable oversight of the school's safeguarding arrangements and the trustees are trained appropriately in safeguarding. Oversight is maintained through an annual review of policy and procedures, in addition to regular monitoring of safeguarding arrangements, including recruitment checks.

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

- 2.8 The school meets the standard.
- 2.9 The proprietor ensures that the school complies with relevant health and safety laws by the drawing up and effective implementation of a written health and safety policy. Systematic records show that utilities, plant and equipment are tested on a regular basis. There are effective avenues for staff to report concerns about health and safety issues, which enable trends to be identified and risks to be

mitigated. Current arrangements indicate that the school is likely to continue to meet the standard when the pupil roll is increased.

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

2.10 The school meets the standard.

2.11 The school has a suitable fire safety policy which includes the elimination of risks from dangerous substances. A fire risk assessment of the premises has been undertaken by a suitably qualified external consultant. Procedures to be followed in the event of a fire are well understood by staff and pupils, and training is thorough and effective. Termly fire drills are carried out and recorded. The arrangements are likely to be sufficient to meet the needs of the proposed increase in pupil numbers.

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

2.12 The school meets the standard.

2.13 Pupils are appropriately supervised through the effective deployment of staff, including in the EYFS. Current arrangements indicate that the school is likely to continue to meet the standard when the pupil roll is increased.

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

2.14 The school meets the standard.

2.15 The school's risk assessment policy clearly describes the roles and responsibilities of staff in identifying and mitigating risk. Appropriate and suitably thorough risk assessments are drawn up for all areas of the site, in-school activities and trips and visits. The needs of individual pupils are also taken into account where risk is identified. The arrangements are likely to be sufficient to meet the needs of the proposed increase in pupil numbers.

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

2.16 The school meets the standards.

2.17 All the required checks are undertaken on staff, governors and volunteers before they take up their posts. The school makes appropriate checks when contractors arrive on site. The school does not employ supply staff. A register is kept as required and all appointments are accurately and fully recorded. These arrangements suggest that the school is likely to continue to meet the standards when pupil numbers increase.

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

2.18 The school meets the standards.

2.19 Suitable toilet and changing facilities, 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 and water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play. The current provision is likely to be sufficient to meet the needs of the proposed increase in pupil numbers.

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

- 2.20 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]**

- 2.21 The school meets the standard.
- 2.22 School leaders and governors demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the independent school standards are consistently met, and the wellbeing of the pupils is actively promoted. Operational planning for the proposed increase in numbers is strategic and comprehensive.

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

3.1 It is recommended that the material change be approved.

## 4. Summary of evidence

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

### Inspectors

Mr Stephen Fox

Reporting inspector