

Report for a Progress Monitoring Visit with Material Change

School name	Derby Grammar School			
DfE number	831/6004			
Registered charity number	1015449			
Address	Rykneld Road Littleover Derbyshire DE23 4BX			
Head	Dr Ruth Norris			
Chair of governors	Mr Timothy Wilson			
Number of pupils on roll	232			
	Boys	227	Girls	5
	EYFS	0	Juniors	52
	Seniors	131	Sixth Form	49
Date of visit	19 March 2019			

1. Introduction

Characteristics of the school

- 1.1 Derby Grammar School is an independent day school for boys age seven to nineteen and for girls aged sixteen to nineteen. It is situated in Littleover in Derbyshire. The school is a charitable trust, overseen by a board of governors. The school has 21 pupils who require support for special educational needs and/or disabilities. One pupil has an education, health and care plan. There are 51 pupils who speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in September 2018.

Purpose of the visit

- 1.2 This was an unannounced progress monitoring visit at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection of September 2018 in particular with regard to regulations relating to pupils' welfare, including safeguarding; staff recruitment checks, in particular checks against the barred list; the provision of information to parents; the manner in which complaints are handled; and the quality of leadership and management.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (safeguarding)	Met
ISSR Part 4, paragraphs 18 to 21 (recruitment of staff)	Met
ISSR Part 6, paragraph 32 (1) (c) (provision of information)	Met
ISSR Part 7, paragraph 33 (manner in which complaints are handled)	Met
ISSR Part 8, paragraph 34 (quality of leadership in and management of schools)	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 Implementation of the school's safeguarding procedures is effective in providing appropriate support for pupils' needs.
- 2.5 Safeguarding procedures are implemented to safeguard children at risk and those in need. Staff show effective understanding of their responsibilities, including in those areas which are the focus of most recent changes in safeguarding guidance, in particular elements of peer-on-peer abuse. Suitable recruitment procedures for staff are included within the safeguarding policy and expanded on in a separate recruitment procedures document which requires appropriate checks against the barred list. Staff show appropriate awareness of the staff code of conduct and safeguarding procedures. In interviews, staff showed effective understanding of the training they have received in these areas, including the most recent training which reflected the new elements in *Keeping Children Safe in Education* (KCSIE) 2018. They are aware of who to go to if they have a concern or receive a disclosure and also that they can make a referral to children's services if necessary.
- 2.6 The safeguarding policy includes suitable definitions of abuse. It provides appropriate guidance regarding possible abuse by one or more pupils against another pupil, including linking such abuse to bullying. Risk assessment procedures are provided for determining where immediate action is required in such cases, including referral to local agencies. The school has an effective understanding of the local guidance on reporting pupil-on-pupil abuse. Discussion with the designated safeguarding leads (DSL) for the school confirmed that pupils receive help to address risks and prevent issues escalating. The DSL acts on, and refers, the early signs of risk or need, monitor any potential for radicalisation, and ensure the school listens to the views of individual pupils as required by KCSIE. This is confirmed in written evidence from suitable records. Such records are kept confidential. Staff with particular responsibilities monitor children in need effectively. Effective communication is maintained with parents where appropriate and staff are clear that they cannot promise confidentiality if a parent makes a disclosure which requires action to be taken by the DSL or external agencies. Pupils receive guidance on staying safe and show understanding of what they have been taught, including in relation to e-safety, and monitoring and filtering of technology is effective. They confirm that the school takes actions when they express concerns.
- 2.7 The safeguarding policy gives contact details for required local agencies. Arrangements for handling allegations against staff are included in safeguarding procedures; they include seeking immediate advice from the local authority designated safeguarding officers (LADO). The school understands its role in reporting any person whose services are no longer used where referral criteria are met to the Disclosure and Barring Service (DBS) and/or the Teacher Regulation Agency (TRA). No occasions to report staff have arisen since the previous inspection. Alternative persons of appropriate status are provided in the absence of the DSL.

- 2.8 Annual review of safeguarding is appropriate with the most recent review of policy undertaken in September 2018. There is regular contact between those with safeguarding responsibilities and a nominated governor to liaise regarding safeguarding. When incidents linked to safeguarding occur, they are communicated to governors through regular reports.
- 2.9 The training for the DSL and deputies is appropriate. Training is held in the school for teaching and non-teaching staff. Training is of sufficient quality and scope and staff understanding is checked appropriately. Central records of staff attendance at training are kept systematically and these enable any staff who miss training to receive appropriate alternative guidance.

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

- 2.10 The school meets the standards.
- 2.11 The school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors, including checks against the barred list where relevant, and a register is kept as required.

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

- 2.12 The school meets the standard.
- 2.13 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.

Manner in which complaints are handled [ISSR Part 7, paragraph 33]

- 2.14 The school meets the standard.
- 2.15 The school has an appropriate complaints policy which is made available to parents of current and prospective pupils from the website or on application to the school. The policy is implemented effectively with the timescales indicated for each stage of a complaint observed. The log of formal complaints is effective, showing timescales. Appropriate records are kept of the actions taken by the school, whether a complaint is upheld or not. Informal complaints are handled appropriately. The logs are kept confidential except as regulations require.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.16 The school meets the standard.
- 2.17 Appropriate procedures are implemented which allow senior leaders and governors to manage safeguarding and welfare arrangements and monitor compliance with regulations, including those concerned with staff recruitment and handling parents' complaints. Governors regularly review policies and the manner in which they are implemented, as do senior leaders. Evidence shows that senior leaders actively promote the well-being of pupils.

3. Conclusion

- 3.1 For the regulations which were the focus of the progressing monitoring visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and no further action is required as a result of this visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Arrangements to educate pupils about safeguarding, including e-safety;
- Records of child protection incidents
- Records of staff training with particular reference to safeguarding
- Code of conduct for staff
- Staff recruitment policy and procedures
- Single central register of appointments
- Central log of complaints

Meetings with school personnel

- Introductory meeting with head
- Meeting with the DSL
- Meeting with staff member responsible for carrying out staff recruitment checks
- Meeting with the head and a governor to discuss oversight of regulations
- Feedback meeting with the head and a governor

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Scrutiny of the single central register of appointments
- Tour of the school, including the proposed site of the new building and current medical facilities
- Interviews with pupils in Years 6 and 11 chosen by inspectors
- Interview with a group of teaching and non-teaching staff chosen by inspectors
- Meeting of inspectors