

KINGSLEY SCHOOL

Northdown Road, Bideford, Devon, EX39 3LY

08 MAY 2017

CHARACTERISTICS OF THE SCHOOL

Kingsley School is a co-educational boarding and day school for pupils between the ages of 0 and 19. It is situated in Bideford, North Devon. The school was founded in 2009 through the merger of two local independent schools. It is a member of the Methodist Independent Schools Trust, and governance is devolved to a local governing body. At the time of the visit, there were 417 pupils on roll (185 girls and 232 boys), of whom 158 were in the EYFS, 63 in junior section, 129 in the senior school and 67 in the sixth form. Boarding provision is available from the age of 9; 101 pupils are boarders. The school has three separate boarding houses, two for boys and one for girls. Approximately two-thirds of boarders originate from overseas, mainly from China and Hong Kong. The school has 70 pupils who require support for special educational needs and/or disabilities (SEND), of whom 5 have a statement of special educational needs or an education, health and care plan. Seventy-nine pupils speak English as an additional language.

PURPOSE OF THE VISIT

This was an unannounced progress monitoring visit carried out at the request of the DfE to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection in April 2016. The focus of the visit was on the standards relating to: the arrangements made to safeguard and promote the welfare of pupils including boarders; the suitability of staff, checks on other adults and the register of appointments; and leadership and management.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b) & 8 (a) and (b); NMS 11, 14.2, 15.1; EYFS 3.4–3.8; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]

The school meets the Regulations.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. 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.

The school's safeguarding procedures have full regard for the government's statutory guidance for schools, *Keeping Children Safe in Education* (September 2016), and provide appropriate support for pupils' needs. The school's designated safeguarding lead and deputies with responsibility for leading safeguarding have appropriate seniority within the school and have undertaken the necessary training. Staff who are new to the school receive a thorough induction and all other staff receive regular training and updates to the school's safeguarding procedures. All staff have read the latest version of Part 1 of *Keeping Children Safe in Education* (September 2016) and school leaders and staff involved in working with children have read Annex A of the same document. The

school undertakes various activities to ensure that staff have fully understood what they have read. Staff are fully aware of the procedures to follow should they have any concerns about a pupil or should an allegation be made about a member of staff. The governing body maintains careful oversight of safeguarding and ensures that policies and procedures are reviewed at least annually. Pupils are kept well informed as to what they should do if they have any concerns. They say that they are well supported and that staff listen to them.

Staff involved in boarding all have job descriptions which reflect their roles and duties. They receive thorough induction and training in boarding when newly appointed and training is regularly updated. Guidance for boarding staff is detailed and is regularly reviewed and updated. They fully understand their responsibilities with regard to the welfare, health and safety of the boarders in their care. Staff who live in or adjacent to boarding accommodation have clear guidelines with regard to visitors and ensure that there is appropriate supervision for such people. Procedures for receiving visitors have been revised. There are separate entrances to staff accommodation which avoid direct entry into the boarders' accommodation.

The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18, 19, 20 and 21; NMS 14; EYFS 3.9–3.18]

The school meets the Regulations.

The school has an appropriate policy and procedures for the recruitment of staff and, following the previous inspection, has become rigorous in applying its procedures for checking the suitability of staff before they start work at the school.

For each member of staff appointed, the school checks the person's identity, previous employment record, medical fitness, right to work in the UK and, if required, qualifications. Where relevant, overseas checks are carried out. An enhanced criminal record check is undertaken for every employee and a barred list check for all involved in regulated activity. The school also checks that staff engaged in teaching work are not prohibited from teaching or, where relevant, from management and that those working in the early years or involved in the care of children under the age of eight are not disqualified by association. Retrospective checks on medical fitness, right to work in the UK and qualifications have been carried out for the small number of staff whose checks were not up to date at the time of the previous inspection. All of the necessary checks have been carried out on those who work in boarding and for any adults over the age of 16 living on the same premises as boarders.

The school maintains a single central register of appointments which contains an up-to-date and accurate record of staff recruitment checks. This records the date on which the following checks have been carried out: identity, barred list, enhanced disclosure, right to work in the UK and, where relevant, prohibition from teaching and management, qualifications and overseas checks. Since the previous inspection, all appropriate checks have been carried out before staff have commenced employment or come into contact with pupils. Where there has been a delay in receiving a person's criminal record check certificate, the school has carried out a risk assessment and put appropriate supervisory measures in place until the certificate has been received. Staff files provide all of the necessary information and copies of documents to support the information recorded on the single central register of appointments.

The quality of leadership and management [ISSR Part 8, paragraph 34; NMS 13.1 – 13.6]

The school meets the Regulations.

The governing body and school leaders have reviewed the school's practices following the previous inspection and have implemented rigorous procedures to ensure that all necessary measures for the safeguarding of pupils, and particularly boarders, are implemented. They have also implemented stringent procedures for ensuring that the required recruitment checks are carried out and recorded before a person starts working at the school.

The governing body has, therefore, ensured that those with leadership and management responsibilities demonstrate good skills and knowledge, and fulfil their responsibilities effectively so that the Independent School Standards Regulations are met consistently and that the school actively promotes the well-being of pupils.

REGULATORY ACTION POINTS

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, National Minimum Standards for Boarding Schools 2015 and requirements of the Early Years Statutory Framework.