



ISI Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

King Henry VIII School

September 2022

School's details

School name	King Henry VIII School			
DfE number	331/6016			
Registered charity number	528961			
Address	King Henry VIII School Warwick Road Coventry West Midlands CV3 6AQ			
Telephone number	02476 271111			
Email address	info@khviii.net			
Headteacher	Mr Philip Dearden			
Chair of governors	Mr Ian Dunn			
Age Range	11 to 18			
Number of pupils on roll	574			
	Seniors	407	Sixth Form	167
Date of inspection	15 September 2022			

1. Introduction

Characteristics of the school

- 1.1 King Henry VIII School is an independent co-educational day school located near the centre of Coventry. It was founded in 1545 and has stood on its present site since 1885. It shares the same site as King Henry VIII Junior School, which is inspected separately. It became part of the Coventry School Foundation in 1975. The foundation's trustees oversee the running of the school and other schools in Coventry. The schools share a principal and administrative function, such as human resources. A new chair of governors was appointed in October 2021. The principal took up his post in September 2022.
- 1.2 The school has 100 pupils who require support for special educational needs and/or disabilities (SEND), two of whom have an education, health and care (EHC) plan. Ninety-eight pupils speak English as an additional language (EAL).

Purpose of the inspection

- 1.3 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the additional inspection on 14 and 15 December 2021. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the inspection	Team judgements
Part 1, paragraph 3 (teaching)	Met
Part 3, paragraph 7 (safeguarding)	Not met
Part 3, paragraph 14 (supervision)	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors)	Not met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (quality of leadership and management)	Not met

2. Inspection findings

Quality of education provided – teaching [ISSR Part 1, paragraph 3]

- 2.1 The school meets the standard.
- 2.2 Immediately following the previous inspection, the school appointed a senior member of staff to oversee the teaching of relationships and sex education (RSE) and personal, social and health education (PSHE). The brief for this role was to formulate a coherent and comprehensive programme which paid due regard to statutory guidance. An effective audit successfully identified where there were gaps in the programme and senior leaders now implement a suitable teaching programme. This includes detailed outlines of what should be taught in each lesson, together with handbooks for teaching staff and pupils. The whole programme is effectively organised.
- 2.3 Results from a survey conducted to analyse changes made over the last six months show suitable improvement when compared with those of the questionnaire distributed at the time of the previous inspection. Pupils are now taught PSHE/RSE for one whole period a week, effectively doubling the time allocated. This lends greater importance to the subject. Staff are better supported. They have gained in confidence in teaching the subject as a result of the guidance provided by senior leaders. Heads of year and the co-ordinator monitor the teaching and can be called upon to assist if necessary. Parents have had the opportunity to comment on the new programme. Information evenings to outline the most important elements have already taken place for some year groups. Other evenings are planned for other year groups in the near future.

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

Safeguarding policy

- 2.4 The school meets the requirements.
- 2.5 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

- 2.6 The school does not meet the standard.
- 2.7 The school's arrangements for safeguarding have improved in several areas identified during the previous inspection. The school has taken effective action to ensure that safeguarding information is kept confidential and stored securely. However, procedures to check the suitability of staff do not yet meet requirements. Not all staff appointed since the previous inspection have been checked comprehensively before beginning work in the school. Not all had been checked against the list of those prohibited from teaching and/or from managing a school, where relevant, prior to the inspection. References have not been verified for all staff appointed since the previous inspection. Staff files do not always contain the required evidence to support the dates recorded on the single central register of appointments (SCR), particularly in relation to the relevant member of staff's identity and right to work in the UK.
- 2.8 The school ensures that suitable arrangements are in place to listen to pupils' concerns. Staff are alert to any signs of concern and are aware of particular vulnerabilities of LGBTQ+ pupils and those with SEND. Pupils confirm that they have a variety of people to whom they can turn for support. They understand how to keep themselves and others safe, including when on-line. The school ensures that pupils receive a response when they express concerns, and that appropriate action is taken where

necessary. This was confirmed during interviews with pupils and staff and by records of safeguarding. Staff understand the different types of child-on-child abuse.

- 2.9 Since the previous inspection, the school has liaised with parents and relevant outside agencies effectively. They take prompt action where concerns are raised or incidents occur. The training for staff has improved, and all staff, including those in positions of responsibility, are suitably trained in line with locally agreed procedures. The safeguarding policy contains suitable guidance about reporting low-level concerns about staff and staff understand this. Suitable arrangements exist to handle allegations against adults working with pupils, and these are implemented effectively, including liaison with external agencies. The school takes effective steps to manage potential safeguarding risks relating to individuals who have access to children. There is an appropriate staff code of conduct and suitable arrangements for whistleblowing.
- 2.10 The safeguarding policy includes appropriate systems for the management of child-on-child abuse and instances of sexual harassment and sexual violence. A programme has been implemented to raise pupils' awareness of racial intolerance. Suitable measures have been implemented which ensure that information about individual pupils is kept confidential and is only accessed by those members of staff who need to know.
- 2.11 The governing body has improved its oversight of safeguarding in several areas. A review of its practices and structure has resulted in a more thorough and robust system of reporting and review of safeguarding. Governors are trained as required, and the governor with responsibility for safeguarding meets regularly with school leaders to receive reports about the school's safeguarding procedures. However, arrangements in other areas, particularly with regard to procedures for checking the suitability of staff, do not yet ensure that all aspects of the school's policies and procedures are implemented effectively.

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

- 2.12 The school meets the standard.
- 2.13 The school ensures appropriate supervision of pupils. Pupils moving from site to site on school transport are appropriately chaperoned by the deployment of suitably recruited adults.

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

- 2.14 The school does not meet all of the standards.
- 2.15 Since the previous inspection, the school made progress in improving its procedures for checking the suitability of staff to work with children, but these are still not secure. A single central register of appointments is now in place, although it does not provide a consistently accurate reflection of the dates on which checks were undertaken. Checks for the large majority of staff appointed since the previous inspection have been carried out in a timely manner. However, for a small number of staff, checks of identity and right to work in the UK, and overseas checks where relevant have not been carried out before appointment.

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

- 2.16 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]

- 2.17 The school does not meet the standard.
- 2.18 Since the previous inspection, the governing body has implemented the recommendations of the review of governance conducted before the visit. This has resulted in improved systems for the reporting of safeguarding by the school, including suitable reporting formats and appropriately regular visits to the school by the governor with responsibility for safeguarding. Governors have ensured suitable training for staff in relation to child protection.
- 2.19 However, these have not been sufficient to ensure that the independent school standards are met consistently, in particular with regard to safeguarding and staff recruitment. The wellbeing of pupils is not yet consistently promoted.

3. Regulatory action points

3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014 and should take immediate action to remedy deficiencies as detailed below.

ISSR Part 3, Welfare, health and safety, paragraph 7

- The school must ensure that it obtains references for staff and checks them, where relevant, against the lists of those prohibited from teaching and/or from managing a school before they start work at the school [paragraph 7(a) and (b)].
- The school must ensure that the evidence required to confirm a person's identity and their right to work in the UK, is retained in staff personnel files [paragraph 7(a) and (b)].
- Governors must provide oversight of safeguarding which is sufficiently effective to ensure that all aspects of the relevant policies and procedures, including those for staff recruitment, are implemented effectively [paragraph 7(a) and (b)].

ISSR Part 4, Suitability of staff, paragraph 18

- The school must ensure that it carries out all required checks, including those of identity, right to work in the UK and overseas checks, where relevant, to ascertain the suitability of staff to work with children before they start work at the school [paragraph 18(3)].

ISSR Part 4, Suitability of staff, paragraph 21

- The school must ensure that the single central register records dates of all checks accurately, in particular those for checks of identity, right to work in the UK and, where relevant, overseas checks [paragraph 21(3)(a)(i), (vii) and (viii)].

ISSR Part 8, Leadership and management, paragraph 34

- The proprietor must ensure that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that the independent school standards are met consistently, and that they actively promote the well-being of pupils [paragraph 34(1)(a), (b) and (c)].

4. Summary of evidence

4.1 The inspectors held discussions with the principal, the head, senior leaders and other members of staff and met remotely with a group of governors. They visited different areas of the school and talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Graham Sims

Reporting inspector

Mr David Scott

Assistant reporting inspector