



ISI

Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

Maidwell Hall School

May 2023

School's details

School	Maidwell Hall School			
DfE number	941/6005			
Registered charity number	309917			
Address	Maidwell Hall School Maidwell Northampton Northamptonshire NN6 9JG			
Telephone number	01604 686234			
Email address	theseecretary@maidwellhall.co.uk			
Headteacher	Mr Anthony Rendall			
Chair of trustees	Mrs Barbara Matthews			
Proprietor	Uppingham Group of Schools			
Age range	4 to 13			
Number of pupils on roll	139			
	Day pupils	76	Boarders	63
	Pre-prep	31	Prep	108
Date of inspection	15 May 2023			

1. Introduction

Characteristics of the school

- 1.1 Maidwell Hall School is a co-educational day and boarding school. In September 2022 it became part of the Uppingham Group of Schools. The trustees for Uppingham school are responsible for governance oversight of Maidwell Hall and a committee of trustees provides specific focus on Maidwell Hall. The school has 40 pupils with special educational needs and/or disabilities (SEND) and three of these have an education, health and care (EHC) plan. English is an additional language for six pupils. The school's previous inspection was an additional inspection in October 2021 followed by a progress monitoring visit in June 2022.

Purpose of the inspection

- 1.2 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 progress monitoring inspection on 30 June 2022. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2022 and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 1, paragraph 2A (relationships and sex education)	Met
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8	Met
Part 3, paragraph 16 (risk assessment); NMS 9	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors); NMS 19	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management); NMS 2	Met

2. Inspection findings

Quality of education provided – relationships and sex education [ISSR Part 1, paragraph 2A]

- 2.1 The school meets the standard.
- 2.2 Since the previous inspection, school leaders and managers have introduced a new, suitable scheme of work for relationships and sex education (RSE). Alongside this, staff have been appropriately trained to deliver the curriculum through designated lessons. All teachers see the weekly themes and are required to integrate these into their teaching, ensuring that the topics are fully embedded into the daily life of the school. In discussions, staff stated that they feel more empowered and supported to teach a meaningful curriculum that supports the pupils' personal development, including that of boarders. Staff feel that there has been a significant shift of attitudes to RSE and inspection evidence supports this view. Pupils recognise the development within this subject area. They commented that there is now a suitable forum for open discussion in RSE on a range of matters, including building positive relationships and consent. There are suitable assessment arrangements in place with an emphasis on self-review and end of unit quizzes. There is appropriate leadership in this subject area, driven by the headteacher. Trustees have effective oversight of both the curriculum content and the manner of its delivery. They visit the school and hold discussion groups with pupil and staff to be able to determine the impact of the school's provision. The school's arrangements for relationships and sex education are available on the school's website. Parents have been suitably consulted in relation to the teaching of RSE. The school ensures that when a pupil's parent requests that the pupil is wholly or partly excused from sex education, such requests are agreed.

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 8]

Safeguarding policy

- 2.3 The school meets the requirements.
- 2.4 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

- 2.5 The school meets the standards.
- 2.6 The school's policy is implemented effectively. All staff, including those with specific responsibilities for safeguarding, are appropriately trained in line with locally agreed inter-agency procedures. Staff understand their safeguarding responsibilities and appreciate an environment where they can share any worries or concerns they have within a positive school culture. There are suitable arrangements for the recording of all safeguarding and behavioural matters through an electronic management system. All entries are appropriately overseen by the safeguarding team, including key personnel from Uppingham School. The electronic system enables staff to focus on all aspects of child-on-child abuse, including any relating to areas such as inappropriate sexual behaviour or racism. Staff are mindful of the potential added risks for child-on-child abuse for pupils with SEND. Staff understand how to report any concerns that they have and would also be happy to make a referral directly to the local safeguarding partners should the need arise. They understand their roles through a raft of supporting documents including a code of conduct, whistleblowing procedures and behavioural management arrangements.

- 2.7 There are suitable arrangements in place for handling allegations of abuse against members of staff, volunteers and the head. These include when the DBS and/or TRA should be informed. The school understands its responsibility to ensure that safer recruitment procedures are in place. There are suitable arrangements to mitigate the potential risk of extremist behaviours and radicalisation. There are effective procedures for the use of mobiles and cameras in the EYFS.
- 2.8 In discussions with pupils, including boarders, they stated that they feel safe at the school and they feel that there is always a member of staff to whom they can turn should they have any worries. They also feel that their concerns would be acted upon in an appropriate way. That this happens in practice is confirmed in records of safeguarding. They demonstrate an understanding of how to stay safe on-line, citing their information and communication technology lessons and themed weeks and assemblies as valuable sources of support and guidance.
- 2.9 The trustees ensure that there is now effective oversight of the school's safeguarding arrangements. They ensure that the school's procedures are implemented through onsite visits and through discussions with safeguarding leaders, staff and pupils. Regular safeguarding updates and reviews also form an important part of the trustees' oversight process.

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

- 2.10 The school meets the standards.
- 2.11 The school has reviewed its risk assessment procedures and now ensures that assessments are undertaken for all aspects of school life. These now include assessments for matters relating to health and safety but also for the safer recruitment process and the dangers of extremism and radicalisation. The school's systematic approach ensures that potential risks are identified and measures to mitigate such risks are put in place. Regular review of all risk assessments ensures that they are a vital element of pupil safety and wellbeing.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]

- 2.12 The school meets the standards.
- 2.13 Since the previous inspection, the process of recruitment has been taken over by the human resources team at Uppingham School. This ensures that all relevant checks are carried out before a person commences work at the school and recorded appropriately in a single central register. Previous gaps in the recruitment process have been identified and the school has done what it can to backfill any omissions. Current arrangements are secure and are supported by the relevant paperwork being stored in well organised staff files.

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

- 2.14 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 2]

- 2.15 The school meets the standards.
- 2.16 The total reorganisation of the school's leadership and management together with the merger with Uppingham School has ensured that school leaders and managers now understand their roles in ensuring that the standards and requirements are met consistently. All key leaders and managers are

suitably qualified and they act in the best interest of the pupils, actively promoting their wellbeing. Oversight by the board of trustees, including the Maidwell committee, is effective and has ensured the effective implementation of the school's action plan.

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, the National Minimum Standards for Boarding Schools 2022 and requirements of the Early Years Statutory Framework, and no further action is required as a result of this inspection.

4. Summary of evidence

- 4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with several trustees and the head of Uppingham School. They talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Graham Gorton

Reporting inspector

Mr Christopher Emmott

Assistant reporting inspector