

Report for a Progress Monitoring Visit

School name	Plymouth College			
DfE number	879/6004			
Registered charity number	1105504			
Address	Plymouth College Ford Park Plymouth Devon PL4 6RN			
Headmaster	Mr Jonathan Cohen			
Chair of Governors	Mr David Woodgate			
Number of pupils on roll	675			
	Boys	381	Girls	294
	Day pupils	555	Boarders	120
	EYFS	30	Juniors	166
	Seniors	338	Sixth Form	141
Date of visit	10 May 2019			

1. Introduction

Characteristics of the school

- 1.1 Plymouth College is an independent co-educational day and boarding school for pupils aged from two to eighteen years. The school is a charitable trust whose board of governors oversee the running of the school. Since the previous inspection the school has appointed a new headmaster, who took up his post in April 2019. The school has 82 pupils who require support for special educational needs and/or disabilities, one of whom has an education, health and care plan. English is an additional language for 93 pupils. The school's previous focussed compliance and educational quality inspections took place on 22 to 24 January 2019.

Purpose of the visit

- 1.2 This was an announced 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 focussed compliance and educational quality inspections on 22 to 24 January 2019.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (safeguarding)	Met
ISSR Part 3, paragraph 8 (safeguarding of boarders), and NMS 11 (child protection)	Met
ISSR Part 6, paragraph 32 (provision of information)	Met
ISSR Part 8, paragraph 34 (leadership in and management of schools), and NMS 13 (management and development of boarding)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11]

Safeguarding policy

- 2.1 The school meets the requirement.
- 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 standards.
- 2.4 The school ensures that any safeguarding concerns are acted on in accordance with the whole-school safeguarding policy and the requirements of Keeping Children Safe in Education September 2018. Since the previous inspection the school has changed safeguarding arrangements to ensure that the DSL maintains effective oversight and leadership of safeguarding across the preparatory and senior schools. The DSL and deputy DSLs fully understand their respective roles, and the DSL is made aware of any safeguarding concerns, regardless of whether they originate in the preparatory or senior schools. The school has adopted a common system for recording concerns across the senior and preparatory schools, and now keeps thorough, appropriate and centralised records for both the senior and preparatory schools. These records demonstrate that concerns are followed up appropriately. The school keeps suitable records of training for staff in both the senior school and preparatory school. These records show that appropriate safeguarding training is received at induction and updated regularly. They also show that the designated safeguarding lead (DSL) and deputy DSLs, including the deputy DSL with responsibility for the Early Years Foundation Stage, are trained at a suitable level. Leaders and staff display clear understanding of safeguarding procedures relating to any safeguarding concerns about personnel, including the need to inform the LADO immediately and, if the situation merits it, refer to the DBS and TRA. In discussion, staff from the senior and the preparatory schools demonstrated that they understand and follow proper safeguarding procedures, including those relating to pupils who are not collected from the school within the specified time.

Provision of information [ISSR Part 6, paragraph 32]

- 2.5 The school meets the requirement 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 13]

- 2.6 The school meets the standards.
- 2.7 School leaders and governors have worked actively and effectively to meet the action points from the previous inspection. Leaders have taken action to ensure that there is a DSL with suitable oversight of safeguarding across all parts of the school, and also to ensure that safeguarding procedures are implemented consistently across the school. Governors have safeguarding procedures across the whole school since the previous inspection. As a result, proprietors now ensure that leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively, so that the other standards are consistently met and that they actively promote the well-being of the pupils.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, National Minimum Standards for Boarding Schools 2015 and relevant requirements of the Early Years Statutory Framework, and no further action is required as a result of this visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Records of staff training with particular reference to safeguarding
- The code of conduct for staff
- Records and correspondence relating to safeguarding
- Governors minutes with regard to the annual review of the safeguarding policy and procedures
- The written recruitment procedure
- Documentation relating to the school's progress against its action plan

Meetings with school personnel

- Introductory meeting with the headmaster – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit
- Meeting with the designated safeguarding lead (DSL) – to discuss implementation of safeguarding policy, training and induction of new staff
- Meeting with five senior school and three preparatory school teaching and non-teaching staff (selected by inspectors) - to discuss their training, understanding and implementation of safeguarding procedures
- Discussion with the vice chair of governors, who is also the safeguarding governor
- Review meeting with the headmaster, deputy head and DSL to explain findings

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Meeting of inspectors