



ISI Independent
Schools
Inspectorate

Report for a Progress Monitoring Visit

Tockington Manor School

October 2019



School's details

School College	Tockington Manor School			
DfE number	803/6004			
Registered charity number	311716			
Address	Tockington Manor School Washingpool Hill Road Tockington Bristol BS32 4NY			
Telephone number	01454 613229			
Email address	admin@tockingtonmanorschool.com			
Headteacher	Mr Stephen Symonds			
Chair of governors	Dr Andrew Daniel			
Age range	2 to 13			
Number of pupils on roll	226			
	Day pupils	224	Boarders	2
	EYFS	55	Lower school	61
	Upper school	110		
Date of visit	8 October 2019			

1. Introduction

Characteristics of the school

- 1.1 Tockington Manor School is a co-educational day and boarding school for pupils between the ages of two and thirteen years. The school has been a charitable trust since 1967, overseen by a board of governors. It has identified 31 pupils with special education needs and/or disabilities, such as dyslexia, dyspraxia and other conditions, 18 of whom receive additional specialist support, with the rest being supported in the classroom. No pupils in the school have English as an additional language. The school has one pupil with an Educational and Health Care plan. The school's previous inspection was an additional inspection in May 2019.

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 additional inspection on May 2019.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (safeguarding) and 8 (safeguarding of boarders); NMS 11 (Child Protection); EYFS 3.4, 3.5 (safeguarding)	Met
ISSR Part 3, paragraph 16 (risk assessment); NMS 6 (safety of boarders); EYFS 3.64 (risk assessment)	Met
ISSR Part 6, paragraph 32 (provision of information); NMS 4 (contact with parents/carers)	Met
ISSR Part 8, paragraph 34 (leadership and management); 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 EYFS 3.4, 3.5]

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 standards and the requirements.
- 2.4 The school has suitable structures in place to ensure effective policy implementation. All staff including boarding staff, governors and those with designated safeguarding responsibilities, have completed appropriate levels of training, receive regular updates, understand their responsibilities and how to implement any necessary actions. New staff complete appropriate induction courses including safeguarding training. The school has systems in place to ensure that staff who visit the school on an irregular basis have read and take note of the most recent guidance on safeguarding. Since the previous inspection training has focused on the most recent version of Keeping Children Safe in Education (KCSIE 2019), the designated safeguarding lead (DSL) has attended further training on keeping children safe on-line, which has been disseminated to staff. There are appropriate recruitment procedures in place. The code of conduct is understood by all staff and includes advice on e-safety and the appropriate use of social media. During discussions, staff reported that they felt confident with the school's whistleblowing procedures and that they would feel confident to make a referral directly to children's social services should the need arise.
- 2.5 Since the previous inspection the school now ensures that there are adequate arrangements in place to safeguard pupils, including boarders, when using the internet. The school has a suitable filtering and blocking system in place to manage access to the internet, with regular checks on its integrity being managed by the web filtering provider. There is an automatic procedure to shut down all web traffic should daily filter fail. The DSL regularly monitors any reports from the web filtering provider, to ensure alerts from the system have legitimate purpose and there is no impact on the welfare of the pupils. There is a suitable e-safety programme in place and pupils are aware of how technology can be misused and how they can minimise risks. During discussions, pupils spoke confidently about the importance of staying safe on-line. Pupils understand about peer-on-peer abuse and the wider implications for safeguarding.
- 2.6 Throughout the school, including in the EYFS, there is a strong emphasis on listening to children. Boarders know that there is an independent listener should they wish to speak to someone outside the day to day running of the school. All pupils interviewed, including flexi-boarders, said they feel happy and safe in the school. They confirmed that there are adults within the school to whom they would turn if they were worried or anxious and they were confident that they would receive help. Any staff concerns are effectively followed up by the DSL. The school liaises effectively with local agencies and understands that prompt action must be taken if concerns are expressed about a child. There have been no referrals to the Disclosure and Barring Service (DBS) or the Teaching Regulation Agency (TRA) since the previous inspection.

- 2.7 Safeguarding is effectively managed by the DSL and the wider safeguarding team, including suitable oversight of e-safety. The team are allocated sufficient time, resources and authority to carry out their roles effectively. There is an annual review of the school's safeguarding policy and arrangements by proprietors. Since the previous inspection the board of governors have commissioned new web filtering providers, who have briefed them on the school's new e-safety procedures and systems and they receive regular reports to reassure themselves that the web filtering systems are operating effectively.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 6; EYFS 3.64]

- 2.8 The school meets the standards and the requirements.
- 2.9 The school has an appropriate risk assessment policy and a safeguarding risk assessment policy, which indicates that risk assessment is systematic for all areas of school life. Sufficient attention is paid to key areas of risk and pupils' welfare, such as supervision and school trips and pupils use of the internet and information technology.
- 2.10 Since the previous inspection the school has introduced a new approach to risk assessment. The health and safety co-ordinator and DSL have completed further training in risk assessment which has been cascaded to staff. All risk assessments now include a safeguarding element. The policy indicates where practice should be risk assessed and gives appropriate guidance on how to complete an assessment. The health and safety co-ordinator gives appropriate guidance to staff members who understand how to draw up risk assessments for their own specific areas of school life. The health and safety co-ordinator and DSL review, monitor and evaluate each risk assessment annually.
- 2.11 The school takes appropriate measures to ensure that suitable risk assessments are in place for areas such as the swimming pool and public rights of access. Comprehensive risk assessments are in place for all off-site visits, including those for children in the EYFS. These include appropriate staff=pupils ratios and indicate how any identified risk will be appropriately reduced or managed. Since the previous inspection specific risk assessments to identify and manage risks to pupils, including boarders, in relation to e-safety have been put in place. Risk assessments for children in the EYFS identify aspects of the indoor and outdoor environment that need to be checked on a regular basis.

Provision of information [ISSR Part 6, paragraph 32; NMS 4]

- 2.12 The school meets the standards and the requirements.
- 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.

Quality of leadership and management [ISSR Part 8, paragraph 34; NMS 13]

- 2.14 The school meets the standards and the requirements.
- 2.15 Leaders and managers have good skills and knowledge appropriate to their role to fulfil their responsibilities effectively, so that the independent school standards and requirements are met and the wellbeing of pupils is actively promoted.
- 2.16 Since the previous inspection leaders and managers have ensured all pupils including boarders are effectively safeguarded by implementing a more robust approach to internet safety and associated risk assessment. Leaders and managers including governance ensure that there is active monitoring oversight of all aspects of safeguarding and associated risk.

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 requirements of the Early Years Statutory Framework, and no further action is required as a result of this visit.

4. Summary of evidence

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