

Report for a Progress Monitoring Visit

School name	Worth School		
DfE number	938/6208		
Registered charity number	1093914		
Address	Worth School Paddockhurst Road Turners Hill Crawley West Sussex RH10 4SD		
Headmaster	Mr Stuart McPherson		
Chair of governors	Mr Tim Pethybridge		
Number of pupils on roll	607		
	Boys	397	Girls 210
	Day pupils	296	Boarders 311
Date of visit	2 May 2019		

1. Introduction

Characteristics of the school

- 1.1 Worth School is an independent co-educational Catholic boarding and day school, attached to Worth Abbey in Sussex. The school educates pupils between 11 and 18 years and is a charitable trust administered by governors, who are also the trustees. The school has 150 pupils who require and receive support for special educational needs and/or disabilities; no pupil has a statement of special educational needs or an education, health and care plan. English is as an additional language for 143 pupils, with 36 receiving support for this aspect of their learning. The school's previous inspection was an additional inspection in January 2019.

Purpose of the visit

- 1.2 This was an unannounced progress monitoring and additional 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 in January 2019. It also focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the National Minimum Standards for Boarding 2015.

Regulations which were the focus of the visit	Team judgements
Part 3 – paragraphs 7 (safeguarding) and 8; NMS 11.1 and 14 (safeguarding boarding)	Met
Part 6 – paragraph 32 (1)(c) (provision of information)	Met
Part 8 – paragraph 34, NMS 13.4-13.5 (leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11; Part 6, paragraph 32 (1)(c)]

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.
- 2.4 The school ensures that arrangements to safeguard and promote the welfare of pupils pay regard to guidance issued by the Secretary of State. The school meets the requirements for providing information relating to safeguarding to parents. The policy is supported by a staff code of conduct and the whistleblowing procedure. There is an effective annual full governing board review of safeguarding. Staff, and those with responsibility for safeguarding, are appropriately trained. Staff interviewed were clear on the procedures to use and were confident in reporting issues of a safeguarding nature or dealing with allegations. The school makes appropriate contact with the local safeguarding board, when issues are raised or advice is required. Safeguarding documents show concerns are appropriately acted upon and are details are kept secure.
- 2.5 The school has a suitable recruitment policy and pays due attention to the most recent statutory guidance Keeping Children Safe in Education 2018 with regards to the acceptability of references during the recruitment process. The school is rigorous in their request for references which include any concerns of a safeguarding nature. Systems are in place to use references to identify, deter and reject people who may pose a risk of harm to children.

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

- 2.6 The school meets the standards.
- 2.7 The leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils. Appropriate leadership and management of boarding ensure that the welfare, health and safety of pupils is suitably reviewed.

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 no further action is required as a result of this visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Sample risk assessments (in school, including boarding, overnight)
- The code of conduct for staff
- Governors' minutes with regard to the annual review of the safeguarding/child protection policy and procedures, together with review following the previous additional inspection;
- The written recruitment procedure;
- Behaviour policy
- Records and correspondence relating to safeguarding
- Staff files
- Evidence of referrals/consultations [Children's Services, local authority designated officer (LADO), Disclosure and Barring Service (DBS) and Teaching Regulation Agency]
- Evidence of allegations reported to Head or to the Chair of Governors;
- Record of safeguarding training.

Meetings with school personnel

- Introductory meeting with head and second master – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit
- Meeting with the DSL – to discuss implementation of safeguarding policy including recruitment, training and induction of new staff, contact with Children's Services and Local Authority Designated Officer
- Viewing single central register of appointments, together with the person who maintains these.
- Meeting with the deputy head - pastoral and head of boarding to view records in connection with behaviour and supervision of pupils
- Two meetings with five teaching and non-teaching staff in each, including boarding staff, selected by inspectors, to discuss their training, safeguarding pupils and promoting e-safety, contacts with parents
- Two meetings with four pupils, including boarders, in each of two year groups to explore what it is like to be a pupil at the school
- Telephone call with the Safeguarding Governor

Activities on site

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