



ISI Independent
Schools
Inspectorate

Report for a Progress Monitoring Visit

Worth School

February 2022

School's details

School	Worth School			
DfE number	938/6208			
Registered charity number	1093914			
Address	Worth School Paddockhurst Road Turners Hill Crawley West Sussex RH10 4SD			
Telephone number	01342 710200			
Email address	information@worth.org			
Headmaster	Mr Stuart McPherson			
Chair of governors	Mr Tim Pethybridge			
Age range	11 to 18			
Number of pupils on roll	633			
	Day pupils	350	Boarders	283
	Seniors	398	Sixth Form	235
Date of visit	22 February 2022			

1. Introduction

Characteristics of the school

- 1.1 Worth School is an independent co-educational Roman Catholic boarding and day school near Crawley, West Sussex. It is located adjacent to the community of Benedictine monks at Worth Abbey. It is a charitable trust independent of the monastic community, administered by governors, who are also trustees. Boarding provision is available from the age of 13 years. There are six boarding houses, situated on the main school site. There are 201 pupils at the school who have special educational needs and/or disabilities (SEND). No pupil in the school has an education, health and care (EHC) plan. There are 128 pupils who speak English as an additional language (EAL). The school's previous inspection was a regulatory compliance inspection in September 2021.

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 regulatory compliance inspection on 15 to 17 September 2021. The visit 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 (safeguarding of boarders); NMS 11	Met
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors); NMS 14	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 7, paragraph 33 (manner in which complaints are handled); NMS 18	Met
Part 8, paragraph 34 (quality of leadership and management); NMS 13	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 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's safeguarding arrangements are implemented effectively to promote the well-being of pupils, including boarders. The designated safeguarding lead (DSL) and deputy DSLs are suitably trained and provide sufficient coverage for the role, including in boarding and in the sixth form. They ensure that all other staff receive appropriate training and that they understand the expectations of the appropriate staff code of conduct. Staff who spoke to the inspectors demonstrated suitable understanding of different types of abuse, including child-on-child abuse and potential vulnerability of pupils with SEND to this. Staff understand the procedures to follow, including with regard to any disclosures made by pupils or allegations against staff or other adults working with pupils. Scrutiny of safeguarding records confirms that the school acts in accordance with locally agreed inter-agency procedures, including with regard to concerns about child-on-child abuse, sexual harassment and sexual violence. Safeguarding records also confirm that the school provides appropriate support to any pupils affected by such issues or pupils in need. When incidents occur, the school liaises suitably with parents and makes referral appropriately to relevant external agencies.
- 2.5 The school acts in the best interests of the child. It filters and monitors internet use appropriately and teaches pupils how to keep themselves safe, including when online. Pupils who spoke to the inspectors confirmed that there are always members of staff with whom they can share any worries or concerns and that they are confident they would receive a response. Governors maintain appropriate oversight of the safeguarding policy and procedures, including through a suitable annual review. The school implements an effective safer recruitment policy. In particular, the school obtains at least two references for staff and, where appropriate, carries out prohibition from management checks on adults, including governors, before they take up appointments at the school.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 14]

- 2.6 The school meets the standards.
- 2.7 The school carries out all required pre-employment checks on staff and proprietors. It does not use supply staff. In particular, the school ensures that checks of all relevant qualifications and checks of medical fitness are undertaken before a member of staff begins work. All pre-employment checks are recorded as required in a suitable single central register of appointments.

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

- 2.8 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.

Manner in which complaints are handled [ISSR Part 7, paragraph 33; NMS 18]

- 2.9 The school meets the standards.
- 2.10 The school implements a suitable complaints procedure effectively. It addresses and responds to complaints within published timescales. The school provides complainants with the opportunity to escalate their complaints to the next stage if they are not satisfied with the school's response. The log of complaints includes suitable records of complaints received and actions taken in response to these, whether or not the complaints have been upheld. It identifies any complaints relating to the boarding provision.

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

- 2.11 The school meets the standards.
- 2.12 The proprietor ensures that leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards and boarding standards are met consistently. They actively promote the well-being of the pupils, including boarders. The proprietor and school leaders have implemented effectively the actions required as a result of the previous inspection.

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

- 4.1 The inspectors held discussions with the headmaster, senior leaders and other members of staff and with the chair of governors. They talked with groups of pupils and scrutinised a range of documentation, records and policies.