



Material Change Inspection Report

Redmaids' High School

January 2024

School's details

School name	Redmaids' High School			
DfE number	801/6015			
Registered charity number	1105017			
Address	Redmaids' High School Westbury Road Westbury-on-Trym Bristol BS9 3AW			
Telephone number	0117 962 2641			
Email address	seniors@redmaidshigh.co.uk			
Headteacher of Senior School	Mr Paul Dwyer			
Headteacher of Junior School	Mrs Lisa Brown			
Chair of governors	Mr Andrew Hillman			
Proprietor	The Governing Body of Redmaids' High School			
Age Range	7 to 18			
Number of pupils on roll	786			
	Juniors	139	Seniors	518
	Sixth Form	129		
Date of inspection	23 January 2024			

1. Introduction

Characteristics of the school

- 1.1 Redmaids' High School is a day school registered for female pupils. The school is based on a green site in Westbury-on-Trym, a suburb of Bristol. It is a charitable trust administered by a single governing body. The school has three sections: the junior school for pupils aged seven to eleven years, the senior school for pupils aged eleven to sixteen years, and the sixth form for those aged sixteen to eighteen years. The school has 177 pupils who require support for special educational needs and/or disabilities. One has an education, health and care plan. Forty-two pupils speak English as an additional language. The school's previous inspection was a focused compliance and educational quality inspection in February 2022.

Purpose of the inspection

- 1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase its total capacity from 750 to 840 pupils. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18-21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23-29 (premises and accommodation)	Met
Part 6 paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management) ;	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

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 standard.
- 2.4 Scrutiny of records, observation and discussions with staff and pupils indicate that appropriate safeguards are effectively implemented. Those with responsibilities for safeguarding hold positions of suitable responsibility within the senior management teams of either the junior or senior school. All have been appropriately trained and are suitably knowledgeable. There is regular sharing of information between the designated safeguarding leads in the senior and junior schools, their deputies, and the other members of staff. This arrangement is effective in safeguarding pupils in both schools.
- 2.5 Governors provide effective oversight of the school's safeguarding processes. The safeguarding governor and two other governors are members of the safeguarding committee, which also includes members of the school's safeguarding team. The annual review of safeguarding is considered at the second governing body meeting in the autumn term. This meeting also approves the school's safeguarding policy. Safeguarding is also a standing agenda item for all governing body meetings.
- 2.6 The safeguarding governor visits the school each term and receives from the designated safeguarding leads a summary of their work. The safeguarding governor is always informed in the event of a referral to children's services. In discussion, pupils in both the junior and senior schools reported that there would always be an adult they could speak to if they had any concerns and that they feel safe. Records of safeguarding confirm that when pupils express a concern, they receive a response and suitable action is taken where necessary. They consider that they are treated fairly by the teachers, and that kindness, respect and tolerance characterise the school. Pupils are given suitable advice on how to keep safe online. Use of technology is suitably monitored, and appropriate steps taken to prevent its misuse.
- 2.7 Staff are suitably trained and discussions with them confirmed that this training has been effectively understood. In discussion, staff demonstrated a clear understanding of how to report concerns that they may have about other adults in the school. They confirmed that they would do so if this were necessary. If a pupil were to make a safeguarding disclosure, staff know how to respond appropriately. There is an appropriate approach to reporting low-level concerns about other adults and a suitable record is kept. The school has appropriate arrangements for handling allegations, including reporting to local agencies.
- 2.8 There are effective procedures to ensure that appropriate and timely checks are made to confirm the suitability of staff. The appointment process is thorough and systematic and suitably detailed records are kept. On occasions when checks from the Disclosure and Barring Service were not received before a member of staff began work at the school, barred list checks were carried out and appropriate risk assessments and supervision arrangements put in place.

- 2.9 These processes ensure the proprietor exercises suitable oversight of the school's safeguarding arrangements. The arrangements are likely to meet the needs of the school if the proposed increase in pupil numbers is approved.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.10 The school meets the standard.
- 2.11 The proprietor ensures that the school complies with the relevant health and safety laws by the drawing up and effective implementation of a written health and safety policy. Systematic records show that appropriate checks of health and safety are conducted on regular basis. Staff are able to report any concerns so that any trends can be identified and risks mitigated. The current arrangements indicate that the school is likely to continue to meet the standard if the pupil roll is increased.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]

- 2.12 The school meets the standard.
- 2.13 The school has a suitable fire safety policy. A suitable fire risk assessment is carried out annually for each of the school buildings. The fire alarm system, fire extinguishers and blankets are serviced annually by a suitably qualified external consultant. Procedures to be followed in the event of a fire are well understood by staff and pupils. Termly fire drills are carried out and recorded. The arrangements are likely to continue to meet the standard if the pupil roll is increased.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]

- 2.14 The school meets the standard.
- 2.15 Pupils are appropriately supervised through the effective deployment of staff in both the junior and senior schools. Current systems for pupil supervision are suitable and likely to continue to meet the standard if the pupil roll is increased.

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

- 2.16 The school meets the standard.
- 2.17 The school's risk assessment policy clearly describes the roles and responsibilities of staff in identifying and mitigating risk. The policy provides guidance for staff as to how and when to complete a risk assessment. In addition, there is risk assessment training for all staff. Appropriate and suitably thorough risk assessments are drawn up for all areas of the site, in-school activities, trips and visits. School leaders have assessed the capacity of the school buildings effectively to conclude that there is sufficient classroom space for the proposed increase in pupil numbers. The arrangements are likely to continue to meet the standard if the material change is approved.

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

- 2.18 The school meets the standards.
- 2.19 There is a suitable policy in place which covers the required recruitment checks and procedures, including for supply staff. This is implemented effectively. All staff, governors and persons engaged in regulated activity are checked and recorded appropriately on the single central register of appointments. Those responsible for carrying out the required recruitment checks and the

maintenance of staff records ensure that the necessary checks and evidence are in place prior to staff commencing work in the school. The arrangements are likely to continue to meet the standards if there is an increase in pupil numbers.

Premises and accommodation – [ISSR Part 5, paragraphs 23-29]

2.20 The school meets the standards.

2.21 Suitable toilet and changing facilities, showering facilities where required by the standard, and appropriate accommodation for pupils' medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety. Acoustics, lighting and water provision are appropriate. Suitable outdoor space is provided for physical education and outdoor play. The current provision is likely to meet the needs of the proposed increase in pupil numbers.

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

2.22 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]

2.23 The school meets the standard.

2.24 School leaders and governors, including those with specific responsibilities for safeguarding, demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the independent school standards are consistently met, and the wellbeing of the pupils is actively promoted. The school's risk assessment for the proposed increase in pupil capacity is suitable and indicates that the school is likely to promote the pupils' continued wellbeing.

3. Recommendation with regard to material change inspection

Recommendation

3.1 It is recommended that the material change to increase total capacity to 840 pupils be approved.

4. Summary of evidence

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