



**ISI** Independent  
Schools  
Inspectorate

**Material Change Inspection Report**

**King's High School for Girls, Warwick**

**March 2023**

## School's details

<b>School</b>	King's High School for Girls			
<b>DfE number</b>	937/6089			
<b>Registered charity number</b>	1088057			
<b>Address</b>	King's High School for Girls Banbury Road Warwick Warwickshire CV34 6YE			
<b>Telephone number</b>	01926 494485			
<b>Email address</b>	enquiries@kingshighwarwick.co.uk			
<b>Headmaster</b>	Dr Stephen Burley			
<b>Chair of governors</b>	Mrs Sally Austin			
<b>Proprietor</b>	Warwick Schools Foundation			
<b>Age Range</b>	11 to 18			
<b>Number of pupils on roll</b>	794			
	<b>Seniors</b>	605	<b>Sixth Form</b>	189
<b>Date of inspection</b>	28 March 2023			

## 1. Introduction

### Characteristics of the school

- 1.1 King's High School for Girls is an independent day school registered for female pupils. It is located close to the city of Warwick alongside the other schools which form the Warwick Independent Schools Foundation, whose governing body has oversight of the running of the school. The school comprises the senior school for pupils aged between 11 and 16 years and a sixth form. The school has 111 pupils who require support for special educational needs and/or disabilities (SEND). None has an education, health and care plan. Seventeen pupils speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in December 2021.

### Purpose of the inspection

This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to introduce boarding provision for sixth-form pupils from September 2023 within a boarding house currently used for boarding accommodation in another school in the foundation on the same site. The inspection focused primarily on the school's compliance with the National Minimum Standards for Boarding 2022 together with relevant Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 3, 5, 6, 8, 11, and 12	<b>Met</b>
Part 6, paragraph 32 (provision of information); NMS 1	<b>Met</b>
NMS 18 (activities and free time)	<b>Met</b>
NMS 13, 17 and 21 (securing boarders' views, promoting good relationships and prefects)	<b>Met</b>
NMS 15 and 16 (promoting positive behaviour and preventing bullying)	<b>Met</b>
NMS 9 (safety of boarders)	<b>Met</b>
NMS 10 (fire precautions and drills)	<b>Met</b>
NMS 7 (boarders' health and wellbeing)	<b>Met</b>
NMS 20 (staffing and supervision)	<b>Met</b>
NMS 19 (staff recruitment and checks on other adults; educational guardians)	<b>Met</b>
NMS 4 and 22 (boarding accommodation and lodgings)	<b>Met</b>
NMS 14 and 23 (complaints)	<b>Met</b>
Part 8, paragraph 34 (leadership and management); NMS 2	<b>Met</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 3, 5, 6, 8, 11 and 12]**

#### **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 implements its policy effectively to ensure the safeguarding of the pupils. Suitable arrangements are in place for listening to pupils and responding to their concerns. Pupils interviewed confirmed that these are effective in enabling them to share their concerns and this is evident from records of safeguarding. The school maintains appropriate records of concerns and liaises with parents and external agencies as required. Allegations against adults working in the school are handled appropriately. Staff and governors, including staff with leadership responsibility for safeguarding, are trained as required. Staff interviewed demonstrated a secure understanding of their roles and responsibilities, of recent training and of the staff code of conduct. Suitable arrangements are in place for the handling of allegations of child-on-child abuse. The school recognises and provides for the vulnerability of pupils with SEND. Concerns relating to pupils' mental health are responded to with sensitivity. Pupils are taught about how to stay safe, including when online, and about how to develop and maintain healthy relationships. The proprietor maintains suitable oversight of safeguarding through an annual review of policy and procedures and appropriate monitoring of the use of technology.
- 2.5 Suitable plans have been drawn up to ensure the safeguarding of boarders should the material change be approved, which pay due regard to the National Minimum Standards for Boarding. These include arrangements to ensure that boarders are not discriminated against and that an inclusive environment is promoted within the school.
- 2.6 Arrangements are in place for laundry provision and for boarders' personal possessions, money and valuables to be looked after and stored safely. Suitable opportunities for boarders to obtain personal and stationery items are planned.
- 2.7 Suitable arrangements are in place for pupils to be provided with good quality meals and for the needs of those with special dietary, medical or religious needs to be met. These will be provided in the main school building, where appropriate facilities already exist. Suitable facilities are planned to enable boarders to have access to drinking water and food at other times of the day.
- 2.8 An appropriate process of induction and guidance for new boarders has been prepared. Arrangements exist for boarders to be able to contact any member of staff with concerns. The school has identified an independent person outside the school whom boarders may contact if they have a concern, and has prepared details of at least two more child specific support services. Arrangements are in place to provide boarders with advocacy support where necessary and for the collection and transport of boarders at the start and end of the school term.
- 2.9 Suitable provision is planned for boarders to contact their families in private, taking relevant time zones into account. A proportionate system is planned to monitor and control the use of electronic communications in order to safeguard boarders.

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

- 2.10 The school meets the standards.
- 2.11 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.
- 2.12 A suitable statement of the school's boarding principles and practice has already been prepared to be made available to pupils, parents, carers and staff. This means the school is likely to continue to meet the standards once boarding commences.

**Activities and free time [NMS 18]**

- 2.13 The school is likely to meet the standard.
- 2.14 Suitable plans are in place to ensure boarders are provided with a stimulating environment and a good range and choice of activities outside teaching time. A range and choice of safe recreational areas will be available as well as access to information about events in the world outside the school.

**Securing boarders' views, promoting good relationship and prefects [NMS 13, 17 and 21]**

- 2.15 The school is likely to meet the standards.
- 2.16 Suitable plans are in place to encourage boarders to contribute their views to the operation of boarding and to develop good relationships with fellow pupils and staff both inside and outside the boarding community.
- 2.17 Strategies are already in place in the school to help pupils understand healthy relationships through the teaching of relationships and sex education. Staff, including those who will work with boarders have been trained to recognise signs of pupils at risk of being involved in damaging relationships.
- 2.18 Arrangements are in place for the implementation of a prefect system which is proportionate to the nature of the boarding provision planned, including appropriate duties and responsibilities.

**Promoting positive behaviour and preventing bullying [NMS 15 and 16]**

- 2.19 The school is likely to meet the standards.
- 2.20 The school consistently implements a written policy to promote good behaviour within the school and this will apply amongst boarders. It includes the details required by the standard. The policy complies with relevant legislation, is clear and is easily understood by staff, pupils, parents and carers. Suitable records are kept of sanctions; appropriate measures are in place to prevent the inappropriate use of restraint and to ensure relevant training has been undertaken by staff.
- 2.21 The school ensures that all forms of bullying at the school are prevented in so far as reasonably practicable by the drawing up and implementation of a proactive and effective anti-bullying strategy. Records confirm that any instances are dealt with effectively and that staff take steps to help pupils to overcome the impact of bullying. Leaders have revised the school's anti-bullying strategy to take into account the particular risks boarders may face with regard to bullying.

**Safety of boarders [NMS 9]**

- 2.22 The school is likely to meet the standard.

- 2.23 The school ensures compliance with relevant health and safety laws through the drawing up and effective implementation of a written health and safety policy. Contingency arrangements are in place in case of a major incident. Suitable procedures have been drawn up to ensure boarders' safety when off site.
- 2.24 The welfare of pupils is promoted by the drawing up and effective implementation of a written risk assessment policy. Suitable risk assessments are in place for the proposed boarding house. Revised assessments have been prepared for implementation following the completion of the planned refurbishment.

### **Fire precautions and drills [NMS 10]**

- 2.25 The school is likely to meet the standard.
- 2.26 Arrangements in place in the accommodation where it is planned to house boarding currently comply with the relevant regulations. Alerting systems are accessible and clear evacuation plans are in place. Fire drills are held at least once a term; plans are in place to carry out suitable evacuations during boarding time, including at least one per year at night. Suitable arrangements are in place to ensure that boarders, including 'flexi' boarders, and staff will know what to do in an emergency and to enable their safe evacuation.

### **Boarders' health and wellbeing [NMS 7]**

- 2.27 The school is likely to meet the standard.
- 2.28 Appropriate provision is in place for the care of pupils who have medical conditions or are unwell. This will be extended to those boarding at the school. Provision includes policies and procedures for the administration of medication which reflect relevant guidance. Suitable arrangements are in place for the safe storage of medication and the recording of its administration. Appropriate consideration has been given to boarders' confidentiality, rights, privacy and dignity. Effective arrangements are made to care for pupils who are sick or injured; appropriate plans are in place to ensure the accommodation of boarding pupils away from other pupils when necessary. Suitable arrangements are planned to ensure boarders have access to local medical, dental and optometric services and provision. This includes provision for the school to engage with and facilitate boarders' access to other specialist services as required.

### **Staffing and supervision [NMS 20]**

- 2.29 The school is likely to meet the standard.
- 2.30 Suitable plans are in place to ensure appropriate staffing and supervision will meet the standard should the material change be approved. Appropriate job descriptions have been drawn up and plans made for the induction of boarding staff as required. Suitably experienced staff have been identified to take on leadership roles in boarding; the roles of other adults in staff households have been made clear and the school understands the requirements in this area. Arrangements include provision for boarders to be supervised by suitably qualified staff at all times, including during the night. Clear protocols in relation to boarders going missing and the need for staff to know their whereabouts have been prepared. Suitable accommodation for residential staff has been prepared which is not accessible by boarders.

**Staff recruitment and checks on other adults; educational guardians [NMS 19 and 22]**

- 2.31 The school is likely to meet the standards.
- 2.32 Suitable safer recruitment procedures are in place in the school. Staff who will be employed in the proposed boarding provision have already been checked by the school's foundation in respect of their current roles in boarding at another school in the foundation. All checks of new staff are undertaken centrally for all schools in the foundation. Members of staff households who are aged 16 and above have been checked as required, and suitable written agreements are in place. Procedures for persons visiting boarding accommodation to be supervised are in place.
- 2.33 Appropriate plans are in place to ensure that any guardianship arrangements promote the welfare, physical and emotional wellbeing of the boarder. The school does not intend to appoint guardians itself but is aware of the need to act upon any concerns about an educational guardian. It has confirmed its understanding that under no circumstances should school staff be appointed as an educational guardian for boarders.

**Premises and accommodation – maintenance [NMS 9]**

- 2.34 The school is likely to meet the standard.

**Boarding accommodation and lodgings [NMS 4 and 23]**

- 2.35 The school is likely to meet the standards.
- 2.36 The school premises, including the accommodation allocated for the proposed boarding house, is maintained to a standard to ensure the health, safety and welfare of the pupils. The accommodation proposed for the planned boarding accommodation comprises a boarding house currently used by pupils in another school in the foundation. This accommodation currently meets the standard in all respects; the planned refurbishment programme indicates that this will continue to be the case should the material change be approved.
- 2.37 The school does not propose that pupils are accommodated in any lodgings. It has stated its commitment to alerting the local authority to any arrangements that may constitute private fostering.

**Complaints [NMS 14]**

- 2.38 The school is likely to meet the standard.
- 2.39 The school implements an effective policy on recording and responding to parental complaints that is compliant with the relevant regulatory standards. Suitable plans are in place to ensure boarders are able to raise their own complaints about boarding provision. Provision has been made for the school's written record of complaints to identify those relating to boarding provision.

**Quality of leadership and management [ISSR Part 8, paragraph 34; NMS 2]**

- 2.40 The school is likely to meet the standard.
- 2.41 Leaders and managers throughout the school have the required skills and knowledge to ensure the standards are met and the wellbeing of the pupils is actively promoted.
- 2.42 Plans for the boarding provision make effective use of the expertise and current provision in one of the other schools in the foundation. This includes ensuring effective links are made between academic and residential staff. The school's governing body has made suitable plans to monitor the effectiveness

of the leadership, management and delivery of the boarding and welfare provision in the school, and to take appropriate action where necessary. Policies and documents required by Appendix A of the NMS are already in place or have been prepared in readiness for the implementation of the proposed material change. Many records required for Appendix B are already in place for day pupils and will be readily adopted for boarders. Others have been prepared in readiness for use in the future. There is every indication that the national minimum standards for boarding will be met should the material change be approved.

### **3. Recommendation with regard to material change inspection**

- 3.1 It is recommended that the material change be approved.
- 3.2 School leaders and proprietors have drawn up suitable plans in preparation for the proposed introduction of boarding provision in the school which draw upon the existing boarding accommodation and expertise within the foundation. A suitable building, currently in use as a boarding house for another school, has been identified and refurbishment plans drawn up to ensure its suitability for up to twelve sixth-form pupils. Boarding staff currently working in the house and the head of boarding will continue in their roles alongside other staff appointed from within the school. Suitable arrangements are in place in the school to ensure the health, safety and wellbeing of the pupils; appropriate plans have been made to extend these to meet the needs of boarders.

## 4. Summary of evidence

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

### Inspectors

Mrs Karen Williams

Reporting inspector