



## **Material Change Inspection Report**

**St Andrew's School**

**November 2023**

## School's details

<b>School</b>	St Andrew's School		
<b>DfE number</b>	869/6001		
<b>Registered charity number</b>	309089		
<b>Address</b>	St Andrew's School Buckhold Pangbourne Berkshire RG8 8QA		
<b>Telephone number</b>	0118 9744276		
<b>Email address</b>	secretary@standrewsberkshire.co.uk		
<b>Head Master</b>	Mr Edward Graham		
<b>Chair of governors</b>	Mr Philip Waite		
<b>Proprietor</b>	The Warden and Council of St Andrew's College, Bradfield		
<b>Age range</b>	2 to 13		
<b>Number of pupils on roll</b>	320		
	<b>Day pupils</b>	305	<b>Boarders</b> 15
	<b>Nursery</b>	16	<b>Pre-Prep</b> 84
	<b>Prep</b>	220	
<b>Date of inspection</b>	28 November 2023		

## 1. Introduction

### Characteristics of the school

- 1.1 St Andrew’s School is an independent co-educational day and boarding school. The school is overseen by a charitable trust administered by a board of governors. The current headmaster took up his position in September 2021, and the current chair of governors in September 2023. There are two Nursery classes and two Reception classes in the early years. Boarders are accommodated in one boarding house with separate facilities for male and female pupils. Thirty-four pupils have special educational needs and/or disabilities (SEND), none of whom has an education, health and care (EHC) plan. Six pupils speak English as an additional language. The previous inspection of the school was a regulatory compliance inspection, which took place in January 2020.

### 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 the maximum number of pupils from 320 to 335. The inspection focused on the school’s compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2022 and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 5, 6 and 8	<b>Met</b>
NMS 7: Boarders’ health and wellbeing	<b>Met</b>
Part 3, paragraph 11 (health and safety); NMS 9	<b>Met</b>
Part 3, paragraph 12 (fire safety); NMS 10	<b>Met</b>
Part 3, paragraph 14 (supervision of pupils); NMS 20	<b>Met</b>
Part 3, paragraph 16 (risk assessment); NMS 9	<b>Met</b>
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors); NMS 19	<b>Met</b>
Part 5, paragraphs 23–29 (premises and accommodation)	<b>Met</b>
Part 5, paragraph 30 (boarding accommodation); NMS 4	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<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 and safeguarding of boarders; boarders' possessions and provision of food and drink [ISSR Part 3, paragraphs 7 and 8; NMS 5, 6 and 8]**

#### **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 acts in the best interests of the child. It implements its safeguarding policy and procedures effectively. It teaches pupils how to keep themselves safe, including when online, and ensures that internet usage is suitably filtered and monitored. The school implements effective arrangements for dealing with child-on-child abuse, including any relating to sexual harassment, and supports any pupils affected by such issues effectively. Suitably trained staff, including the designated safeguarding lead (DSL) and deputy DSLs, understand the different forms that abuse can take and implement appropriate procedures should any safeguarding concerns arise. The school follows locally agreed inter-agency procedures effectively, including by liaising with local safeguarding partners when appropriate. It has suitable arrangements for dealing with and reporting any safeguarding allegations against staff should these arise. Staff implement an appropriate code of conduct effectively. Leaders ensure that a suitable safer recruitment policy is implemented efficiently. Governors maintain a regular, comprehensive and effective oversight of the school's safeguarding policy and procedures. The safeguarding team provide sufficient cover for their role, including in the early years and in boarding, and has the capacity to continue to do so once the proposed increase in the maximum number of pupils takes place.
- 2.5 The school implements appropriate arrangements for boarders' laundry. Each boarder has access to a lockable bedside drawer in which they can store their personal possessions; these can also be stored securely in the school office. The school provides boarders with suitable nutritionally balanced meals and offers them an appropriate choice of these. It ensures that individual boarders' dietary requirements, for medical, religious or other reasons, are met. Food is served in good quality facilities that facilitate the hygienic preparation, serving and consumption of boarders' main meals. Suitable provision is made for snacks and drinking water is always available.

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

- 2.6 The school meets the standard.
- 2.7 The school promotes the physical and mental health and emotional wellbeing of boarders effectively. Leaders ensure that appropriately trained staff follow suitable procedures for the administration of medication or first aid, which is recorded systematically. The school teaches boarders effectively about the importance of maintaining good physical and mental health and adopting healthy lifestyles. Leaders provide boarders with good quality medical accommodation which offers suitable privacy and is staffed appropriately by trained personnel. Pupils who board do so on a flexi-boarding basis, so they seldom require additional access to external medical services; however, appropriate arrangements

are in place should a boarder require emergency medical aid. Suitable measures are in place to protect boarders' confidentiality, rights, dignity and privacy.

### **Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; NMS 9]**

- 2.8 The school meets the standards.
- 2.9 The school implements a suitable written health and safety policy efficiently. Leaders ensure that all required health and safety checks and maintenance are carried out and recorded systematically and effectively, including those relating to boarding provision. Staff receive suitable health and safety training, including at induction. The school provides pupils with a safe environment, including when they board. The school's health and safety arrangements are likely to remain suitable once the proposed material change takes place.

### **Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12; NMS 10]**

- 2.10 The school meets the standards.
- 2.11 Leaders implement a suitable fire safety policy and procedures effectively. They commission regular fire risk assessments from external specialists and act on their findings. Leaders ensure that fire safety equipment, such as alarms and extinguishers, is checked and maintained methodically. Staff, including the competent person, and fire marshals, are suitably trained in fire safety. The school carries out fire evacuation drills at least termly and typically more frequently, including additional drills in boarding time. These measures ensure that staff and pupils, including boarders, know the emergency procedures and can be evacuated from the buildings safely and effectively. The school provides visitors with key fire safety information. The school's fire safety arrangements are likely to remain suitable once the proposed material change takes place.

### **Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; NMS 20]**

- 2.12 The school meets the standards.
- 2.13 Leaders ensure that staff supervise pupils effectively, including in the early years and in boarding. They deploy staff in the early years so that required staff to child ratios are always maintained. Duty rotas ensure that a sufficient number of suitably qualified staff are on duty before, during and after the school day, and throughout boarding hours. Leaders deploy staff effectively so that they can maintain suitable oversight of pupils, including in the outdoor areas. The school has suitable arrangements for any occasion when pupils, including boarders, might go missing or be unaccounted for. The school employs sufficient staff to be able to supervise 335 pupils effectively, including in boarding time.

### **Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 9]**

- 2.14 The school meets the standards.
- 2.15 The school implements a suitable written risk assessment policy methodically and effectively. Staff receive appropriate training in conducting risk assessment. Risk assessment identifies potential risks thoroughly, including those relating to the early years and boarding, and for trips and outings. Staff put forward sensible control measures to mitigate against these. Risk assessment includes effective consideration of pupils' welfare needs. Records show that staff receive risk assessment training as part

of induction. The school's arrangements are likely to remain suitable once the proposed material change takes place.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]**

- 2.16 The school meets the standards.
- 2.17 Leaders ensure that the school carries out all the required pre-employment checks on staff, including those in boarding. These checks are recorded as required in a suitable single central record of appointments. The school carries out enhanced criminal record checks on any people aged 16 years or over who live on the school premises but are not on the school roll nor employed by the school. It also ensures that such personnel sign a suitable written agreement about matters such as their contact with pupils and their responsibilities to supervise any visitors they might have.

### **Premises and accommodation – [ISSR Part 5, paragraph 23–29]**

- 2.18 The school meets the standards.
- 2.19 The school premises and accommodation include suitable toilet, washing and showering facilities. The suitable medical accommodation includes separate toilets and washbasins for male and female pupils and a bed and other comfortable furniture for pupils to rest on. Buildings and pathways are suitably lit. The acoustics of the various rooms and communal areas are suitable. The school provides labelled drinking water across the site. There is ample outdoor space for pupils' physical education and recreation. Leaders ensure that the premises and accommodation are kept clean and are suitably maintained. The premises and accommodation have sufficient capacity to cater for the proposed increase in pupil numbers, including with regard to teaching and dining areas.

### **Premises and accommodation – boarding accommodation [ISSR Part 5, paragraph 30; NMS 4]**

- 2.20 The school meets the standards.
- 2.21 The school provides well-furnished and good quality sleeping accommodation for boarders. This provides appropriate privacy and the opportunity for boarders to personalise the areas that they use. The boarding rooms and corridors are well-lit, heated and ventilated, and cleaned and maintained effectively. Suitable toilet and washing facilities are easily accessible from the sleeping accommodation. Leaders ensure that the boarding facilities are secure and that there is separate accommodation for male and female boarders. The common room provides good quality living accommodation. There is suitable separation between boarder accommodation and staff accommodation. The school has a sufficient number of beds available to be able to cater for an increased number of boarders, should the proposed increase in pupil numbers lead to more demand for boarding.

### **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; NMS 2]**

- 2.23 The school meets the standards.

- 2.24 Governors ensure that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are met consistently, and they actively promote the wellbeing of the pupils. Governors monitor efficiently the effectiveness of leadership and provision, including in boarding. The clear management of boarding contributes to the effective links which exist between academic and residential staff. Leaders, including the appropriately trained leaders of boarding, safeguard pupils' welfare effectively. Leaders have planned and prepared effectively for the proposed material change.

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

- 3.1 It is recommended that the school's proposal, to increase the maximum number of pupils from 320 to 335, be approved.



## **4. Summary of evidence**

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