Report for a Progress Monitoring Visit

School name	Clifton College
DfE number	801/6000
Early years registration number	311735
Address	32 College Road Clifton Bristol BS8 3JH
Headmaster	Dr Tim Greene
Chair of governors	Mrs Alison Streatfeild-James
Number of pupils on roll	1249

	Boys	700	**Girls**	549
	Day pupils	866	**Boarders**	383
	EYFS	111	**Juniors**	414
	Seniors	421	**Sixth Form**	303

Date of visit	11 June 2019

1. Introduction

Characteristics of the school

1.1 Clifton College is a co-educational boarding and day school for pupils between the ages of two and nineteen years, located in a suburb of Bristol. It is a registered charity, governed by an elected council. The school has 163 pupils who require support for special educational needs and/or disabilities (SEND), of whom two have a statement of special educational needs or an education, health and care plan. Also, 424 pupils speak English as an additional language. The school's previous inspection was an additional inspection in January 2019. Prior to this, a focused compliance with educational quality inspection took place in February 2017.

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 additional inspection on 17 January 2019.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraphs 7 and 8; NMS 11 (safeguarding); EYFS 3.4 – 3.7, 3.9, 3.62, 3.63	Met
ISSR Part 3, paragraph 10 (bullying); EYFS 3.52	Met
ISSR Part 3, paragraph 16 (risk assessment); EYFS 3.64, 3.65	Met
ISSR Part 4, paragraphs 18; NMS 14.1; EYFS 3.9 (recruitment)	Met
ISSR Part 7, paragraph 33 (complaints); EYFS 3.74	Met
ISSR Part 8, paragraphs 34; NMS 13 (leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7 and 8; NMS 11; EYFS 3.4 – 3.7, 3.9, 3.62, 3.63]

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 and requirements.

2.4 The school ensures that all staff and governors undertake regular training commensurate with their responsibilities for safeguarding. New staff receive comprehensive induction training as they take up their posts. Their recollection and understanding of training is checked by the designated safeguarding leads (DSLs). Consequently, staff demonstrate an acute awareness of the safeguarding policy and procedures and a strong commitment to reporting concerns promptly. The DSLs respond to concerns raised efficiently, refer without delay and follow advice from external services. Records are used effectively to ensure that information relating to pupils of concern is shared within bounds of confidentiality, so that they may be supported appropriately. The DSLs liaise effectively with the nominated safeguarding governor and governance is well-informed through the safeguarding and welfare committee. Governors consider a thorough and detailed report about safeguarding, including the local authority safeguarding audit, when conducting their annual safeguarding review. Pupils, including boarders, confirm that they have a choice of trusted adults in school to whom they can confide any worries and that they feel safe in school.

2.5 The school now ensures that all staff recruitment checks conform to the statutory guidance in *Keeping Children Safe in Education 2018*

Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10; EYFS 3.52]

2.6 The school meets the standard and requirements.

2.7 The school has a suitable policy to prevent and address bullying, including cyber-bullying. This is supported by an effective personal, social and health education scheme of work for pupils of all ages and assemblies which focus on specific issues. Any bullying incidents are recorded in the same manner as safeguarding concerns and thoroughly investigated. Records confirm that the school employs appropriate sanctions as well as providing support for both parties in cases of bullying. Staff undertake training sessions to raise their awareness and pupils in both sections of the school report that they do not regard bullying as a problem. They display confidence that they are well supervised by staff at all times and assert that any such behaviour would be promptly and effectively addressed.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; EYFS 3.64, 3.65]

2.8   The school meets the standard and requirements.

2.9   The school adopts a thorough approach to risk assessment, set out in its comprehensive policy. Risk is assessed for all areas of the school's operation including the site, riskier activities and visits. The school also takes a risk-assessed approach to the well-being of individual pupils in areas of safeguarding, such as bullying, Prevent, self-harm and eating disorders.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 14; EYFS 3.9 – 3.12]

2.10   The school meets the standards and the requirements.

2.11   Since the previous inspection, the school has rigorously reassessed its recruitment procedures to ensure that no member of staff is able to start work until all the pre-employment checks are signed off by human resources management, as being complete. Further measures include new leadership and the restructuring of the human resources department, additional staff training and rigorous monitoring. Staff at all levels, particularly those with departmental responsibility, have received training to ensure they understand the importance of adherence to the school's procedures. In addition to regular monitoring by senior leaders, the nominated safeguarding governor conducts checks of the single central register and samples staff files. Consequently, all appointments made since the previous inspection visit have been made correctly and the single central register, supported by well-organised personnel files, provides an accurate record of the required checks being made.

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

2.12   The school meets the requirement 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; EYFS 3.74]

2.13   The school meets the standard and requirements.

2.14   The school makes its complaints policy available to parents on its website. All parental concerns are logged together with the actions taken by the school to resolve them.

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

2.15   The school meets the standards.

2.16   The school's senior leadership, together with the governors, prepared a thorough action plan to address the shortcomings in recruitment found at the previous inspection. Having successfully achieved its objectives, including ongoing robust monitoring, they now have the knowledge and skills to ensure that all the independent school standards are met consistently to promote the well-being of pupils, including those who board.

3.   Regulatory action point

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 requirements of the Early Years Statutory Framework, and no further action is required.

4. Summary of evidence

Written materials

- Safeguarding policy

- Code of conduct for staff

- Whistleblowing policy

- Governors' minutes with regard to the annual review of the safeguarding/child protection policy and procedures

- Evidence of referrals/consultations [Children's Services, local authority designated officer (LADO), Disclosure and Barring Service (DBS) and Teaching Regulation Agency (TRA)]

- Evidence of allegations reported to Head or to the Chair of Governors

- Record of safeguarding training for Head and all staff

- Anti-bullying policy and records and correspondence relating to safeguarding/behavioural incidents and bullying

- Behaviour policies and sanctions records

- Supervision policies

- Recruitment procedure

- The single central register of appointments and a sample of personnel files

- Risk assessment policy and sample risk assessments (in school, visits out, overnight

- Complaints policy and complaints records

- File verifying actions taken to fulfil the school's action plan

Meetings with school personnel

- Introductory meeting with two deputy heads and the headmaster of the preparatory school – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit

- Meeting with the DSL and DDSL – to discuss implementation of safeguarding policy, training and induction of new staff

- Meeting with human resources management– to review school's recruitment procedures, to scrutinise single central register of appointments and to check staff recruitment files

- Meeting with head of prep and deputy pastoral to view and discuss records in connection with behaviour and bullying

- Meeting to discuss the complaints register with head of prep and deputy

- A telephone call with the nominated safeguarding governor

Activities on site

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

- Meeting with a group of teaching and non-teaching staff from across the school

- Interviews with pupils, including boarders, in Years 6 and 10 chosen by inspectors

- Meeting of inspectors

- Feedback to leadership and management