

ST MICHAEL'S COLLEGE

Oldwood Road, Tenbury Wells, Worcestershire , WR15 8PH

17 JANUARY 2018

CHARACTERISTICS OF THE SCHOOL

King's College Saint Michael's is a coeducational international boarding school for pupils aged 13 to 19 years, situated about two miles outside the town of Tenbury Wells, Worcestershire. The school is part of the King's Education Group, which is based in Spain and whose executive board oversees the running and management of the school. At the time of the visit there were 109 pupils on roll, 66 boys and 43 girls. There were 107 boarders and two day pupils. Pupils are drawn from countries around the world and represent many different nationalities; all have English as an additional language (EAL) and all receive specialist English support from the school. There are no pupils identified by the school as having special educational needs and/or disabilities (SEND).

PURPOSE OF THE VISIT

This was an unannounced visit carried out at the request of the DfE to confirm that the school is following appropriate procedures and has fully implemented its action plan submitted in response to the previous progress monitoring report in November 2017. The focus of the visit was on safeguarding, suitability of staff; leadership and management; and boarders' medical care.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b), 8 (a) and (b) and NMS 11]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]

The school meets the regulations.

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.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. It has due regard to *Keeping Children Safe in Education (KCSIE)* (September 2016) and is appropriate for the specific needs of the school. The associated whistleblowing and safe recruitment policies, and the staff code of conduct, also meet current requirements and meet pupils' needs. Staff have received the most recent copy of Part 1 of the revised guidance, and relevant staff have been issued with Annex A. They have signed to confirm that they have received and read the documents, and the school has taken steps to ensure that staff understand them through staff meetings and assessment tasks.

The head and school's designated safeguarding lead (DSL) are demonstrating good skills and knowledge appropriate to their roles and are fulfilling their responsibilities effectively so that the relevant standards are met

consistently. The DSL is working effectively in close liaison with the designated safeguarding governor and together they have undertaken an annual audit of safeguarding procedures which is presented to the full board of governors for their consideration. The safeguarding governor, who is resident in the UK, visits the school at least once each term to monitor safeguarding arrangements, including a recently increased focus on safe recruitment procedures. He also oversees safeguarding issues by accessing an on-line concern register and through telephone contact with the DSL as necessary. The DSL and safeguarding governor have each developed a working relationship with the Local Authority Designated Officer (LADO) for safeguarding, ensuring that the specific circumstances of the entirely international pupil population are duly considered. Accurate records of monitoring of safeguarding are being maintained. The higher-level training for the DSL and deputy DSL, carried out through the local safeguarding children's board and other appropriate providers, is up to date, and the DSL is aware of local referral thresholds. Induction training for new staff includes the issue of all the required documents. In addition, staff have taken part in a range of additional training opportunities, covering aspects such as awareness of extremism, radicalisation and child sexual exploitation. Staff displayed very good understanding and awareness of safeguarding procedures.

On-line safety is a high priority and suitable guidance and training for staff and pupils indicates an appropriate focus on both the safeguarding and technological aspects of the use and misuse of digital media, and suitable filtering systems are in place.

Welfare concerns raised by staff are efficiently logged by the DSL. Pupils interviewed confirmed the high level of support provided by school staff. There are suitable arrangements in place to enable effective daily liaison between the boarding and day staff concerning all aspects of pupils' welfare, health and safety. Supervision of pupils on-site, and on visits locally and further away, is effective.

The school is maintaining the single central register (SCR) of appointments effectively and administering safe recruitment procedures appropriately. It is ensuring that barred list checks are always carried out for staff in regulated activity before starting work. It is also ensuring that staff allowed to commence work before a criminal records check is available are subject to supervision arrangements reflecting the potential for access to pupils. Records of recent risk-assessed supervision indicate that thorough and effective arrangements have been put in place. The fulfilment of these activities is directly overseen by the head and the safeguarding governor and is additionally monitored by a specialist safeguarding consultancy which also advises the school regarding updates in requirements and practice. The board of governors is checking the implementation of these arrangements.

Suitability of staff paragraph 18(2)(d) and NMS14.

The school meets the regulations.

The school ensures that enhanced criminal record checks are carried out on all staff, including those from overseas. The school's international character, including staff and pupils, means that carrying out required checks on staff from overseas is a significant factor in achieving safe recruitment: these checks are being carried out efficiently and effectively by the school. This was evidenced in the case of the one member of staff from overseas appointed since the previous visit. The other member of staff appointed since the previous visit, not from overseas, had also been subject to the required checks prior to starting work.

Leadership and management [paragraph 34(a) and (b) and NMS 13.3 and 13.4].

The school meets the regulations.

The proprietor ensures that all persons with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that the standards are met consistently. Suitable arrangements have been put in place to ensure the school is advised and monitored by an appropriate external safeguarding consultancy, and that training for those with leadership and management responsibilities is kept up to date, including for safe recruitment.

REGULATORY ACTION POINTS

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014 and National Minimum Standards for Boarding Schools 2015.