

# Gloucestershire International School

Wotton House, Horton Road, Gloucester, GL1 3PT

## Inspection dates

18 September 2018

## Overall outcome

**The school does not meet all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 1. Quality of education provided

#### *Paragraph 3, 3(a)-(d)*

- When the school was inspected in November 2017, inspectors found shortcomings in the quality of teaching and learning. As a result, pupils were making very poor progress in subjects across the curriculum.
- The quality of education remains inadequate. Although there has been improvement in some areas of the curriculum, this is not yet widespread. Pupils do not show an understanding to any depth of the topics studied. As a result, they struggle to recall basic facts and do not see the links between the topics they learn. In some subjects, assessment of their work is inaccurate and so teachers often prepare learning that is at the wrong level. Teachers' instructions often lack clarity.
- The standard remains unmet.

### Part 3. Welfare, health and safety of pupils

#### *Paragraph 7, 7(a) and 7(b)*

- This standard was not met at the previous standard inspection as the proprietor had not ensured that a robust culture of safeguarding had been established. Staff were not adequately trained and records were not suitably maintained.
- Following the welfare-only inspection of the boarding accommodation in March 2018, leaders with specific responsibility for safeguarding have now had the training that is required for their role. Leaders have ensured that school staff make timely and appropriate referrals when they have concerns. Leaders have developed effective relationships with external agencies to support pupils when necessary.
- The school's policy has been updated to reflect the latest guidance.
- Leaders arranged safeguarding training for the majority of staff at the start of the autumn term, raising awareness of revised statutory guidance issued by the Secretary of State recently. Plans are in place to train the remaining members of staff in the coming weeks. However, a small number of staff members have yet to confirm that they have

read and understand the latest guidance issued by the Secretary of State. Some staff continue to fail to demonstrate a deep understanding of safeguarding in their day-to-day work.

- This standard remains unmet.

#### *Paragraph 8*

- Following the welfare-only inspection in March 2018, the proprietor suspended the boarding arrangements for pupils. It is not therefore possible to comment on the progress made against the National Minimum Standards for Boarding Schools.
- A number of adults remain resident on the site. The proprietor has segregated the accommodation wing to ensure that pupils are kept safe.

#### *Paragraph 11*

- At the standard inspection in November 2017 and subsequent welfare-only inspection in March 2018, the proprietor had failed to draw up and effectively implement a policy to ensure relevant health and safety laws are complied with. The proprietor did not have a current fixed-wire electrical installation report within the five-year period, as required, and portable appliances had not been tested.
- Following scrutiny of records and the health and safety policy, as published on the school's website, the concerns from the previous inspections remain. Significant concerns regarding the electrical safety were identified by specialist inspectors in May 2018. The subsequent report concludes that the installation is 'unsatisfactory' and lists five actions. The proprietor has failed to address all of these actions and consequently there is no suitable certificate for electrical safety. In addition, the proprietor has a short-term insurance policy due to the need to complete nine requirements to satisfy the insurance company before issuing further cover.
- This standard remains unmet.

#### *Paragraph 12*

- The arrangements for fire safety were raised as a concern at the welfare-only inspection in March 2018. The fire risk assessment was found to be unsuitable and records of fire safety were poor and incomplete. Visits by an external contractor to test and maintain the fire detection system had not occurred every three months as reported by the proprietor.
- Following scrutiny of the fire risk assessment and records relating to fire safety, these were found to be inadequate. Visits by an external contractor to test and maintain the fire detection system have been re-instated on a quarterly basis.
- The fire risk assessment is not up to date, it fails to capture the concerns identified through the electrical installation report. The record of evacuations is poorly maintained and it is not clear that the necessary checks are being carried out with suitable frequency.
- This standard remains unmet.

### *Paragraph 13*

- At the standard inspection in November 2017, the policy for first aid was not implemented effectively. The accident book did not consistently record when first aid was applied and what it entailed.
- Three first aiders are in place and suitably trained. Accident records now detail the treatment administered. There are relatively few accidents and these show no patterns or trends.
- The records of administration of medication are not being adequately maintained, for example the amount of medication provided by parents is not recorded.
- The standard remains unmet.

### *Paragraph 15*

- At the standard inspection in November 2017, the arrangements for admitting and removing pupils from the school were found to be insufficient. The Education (Pupil Registration) Regulations were not being followed.
- Following scrutiny of the admissions and attendance registers, both were found to be incomplete. The admissions register does not include notations as required by the Education (Pupil Registration) Regulations for amendments. Paper attendance registers are incomplete for three of the five classes, however an electronic version that is maintained is complete.
- This standard remains unmet.

### *Paragraph 16*

- At the standard inspection in November 2017, and subsequent welfare-only inspection in March 2018, the proprietor had failed to draw up, and effectively implement a policy for risk assessment. With the multi-use of the school site, the proprietor failed to consider the risks that visiting, and resident, adults may pose. The proprietors did not use risk assessments effectively to protect children.
- Following scrutiny of sampled risk-assessment documents, the inadequacies remain. Generic risk assessments fail to identify the potential risks relating to specific children and events. Numerous different formats have been used and this compromises the effectiveness of the risk assessments and leaders' oversight of them.
- The standard remains unmet.

## Part 4. Suitability of staff, supply staff, and proprietors

### *Paragraph 18, 18(2)(e), 18(3), 21(1), 21(3), 21(3)(a), 21(3)(a)(viii)*

- This standard was not met at the inspection in November 2017 and significant failings remained at the welfare-only inspection in March 2018. The principles of safer recruitment were not consistently applied.

- Staff recruitment records, although much improved, remain incomplete for some staff members. The required checks for members of staff who have worked or lived overseas are not in place for all staff. For some staff, they do not have a complete chronology of employment as required by the latest guidance issued by the Secretary of State.
- In a few instances, although the checks are complete, these are not always done in a timely fashion and before a member of staff begins work.
- As these checks are not fully complete, the single central record remains incomplete.
- The standards in this part are, therefore, not yet met.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1), 34(1)(a)-(c)*

- A significant number of the independent school standards (ISS) were not met at the inspection in 2017. Similarly, many of the national minimum standards for boarding schools were not met at the welfare-only inspection in March 2018.
- Although improvements can be seen, the proprietor has not ensured that all of the ISS are now met. As a result, this standard is not met.

## **Compliance with regulatory requirements**

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection, as set out in the annex of this report. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	143018
DfE registration number	916/6006
Inspection number	10055545

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent school
School status	Independent boarding school
Age range of pupils	11 to 16
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	33
Number of part-time pupils	4
Proprietor	International Village Education Ltd
Principal	Dr Daniel Sturdy
Annual fees (day pupils)	£13,647 - £14,847
Telephone number	01452 764248
Website	<a href="http://www.gloucestershireinternationalschool.co.uk">www.gloucestershireinternationalschool.co.uk</a>
Email address	<a href="mailto:info@iveuk.com">info@iveuk.com</a>
Date of previous standard inspection	28–30 November 2017

## Information about this school

- Gloucestershire International School is a small independent school which opened in September 2016. It is registered for a maximum capacity of 250 pupils. In addition, it is registered as a boarding school but the proprietor has temporarily suspended boarding.
- The school is owned by International Village Education Ltd. The owner of this company is the proprietor of the school and is currently the school's principal.
- This is the first progress monitoring inspection since the independent school standard inspection November 2017 and an inspection of the boarding accommodation in March 2018.

- Some pupils spend one day a week at the Wilderness Centre, an outdoor education provision separate from the school.
- The school does not use any alternative provision.
- The school has small numbers in each year group from Year 7 to Year 11.

## Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This was the first progress monitoring inspection since the standard inspection in November 2017 and the welfare-only inspection of the boarding accommodation was in March 2018.
- During the inspection, inspectors held discussions with the proprietor, senior leaders, teachers, administration staff and pupils. Inspectors reviewed a range of the school's documentation, including policies and procedures, and other records maintained by school staff.
- The lead inspector also reviewed policies available on the school's website.

## Inspection team

Iain Freeland, lead inspector

Her Majesty's Inspector

Clare Davies

Social Care Regulatory Inspector



## **Annex. Compliance with regulatory requirements**

### **The school does not meet the following independent school standards**

*Standards that were not met at the previous inspection and remain un-met at this inspection*

#### **Part 1. Quality of education provided**

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school-
  - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
  - 3(b) fosters in pupils self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves;
  - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time;
  - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons;

#### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that-
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.
- 16 The standard in this paragraph is met if the proprietor ensures that-

- 16(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and
- 16(b) appropriate action is taken to reduce risks that are identified.

#### **Part 4. Suitability of staff, supply staff, and proprietors**

- 18(2) The standard in this paragraph is met if-
  - 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person's suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State; and
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is-
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether-
  - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e),

#### **Part 8. Quality of leadership in and management of schools**

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school-
  - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
  - 34(1)(c) actively promote the well-being of pupils.

*Standards that were met at the previous inspection, but are now judged to not be met at this inspection*

#### **Part 3. Welfare, health and safety of pupils**

- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.

#### **Part 4. Suitability of staff, supply staff, and proprietors**

- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person's appointment.

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