

Report for a Progress Monitoring Visit

School name	The Royal School			
DfE number	956/6054			
Registered charity number	1121303			
Early years registration number	EY362488			
Address	The Royal School Farnham Lane Haslemere Surrey GU27 1HQ			
Principal	Mrs Anne Lynch			
Chair of governors	Mr Ian Much			
Number of pupils on roll	479			
	Boys	180	Girls	299
	Day pupils	424	Boarders	55
	EYFS	84	Juniors	134
	Seniors	211	Sixth Form	50
Date of visit	13 May 2019			

1. Introduction

Characteristics of the school

- 1.1 The Royal School is an independent day and boarding school for pupils aged 0 to 18 years, overseen by a board of governors. Ninety-eight pupils require support for special educational needs and/or disabilities, two of whom have an education, health and care plan. Forty-four pupils speak English as an additional language. The school's previous regulatory compliance inspection took place on 19 to 20 September 2018.

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 regulatory compliance inspection in September 2018.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraphs 7 (safeguarding), 8 (safeguarding of boarders); NMS 11 (child protection); NMS 14.1 (staff recruitment and checks on other adults); EYFS requirements 3.7 and 3.9 (child protection)	Met
ISSR Part 6, paragraph 32 (1)(c)(provision of information)	Met
ISSR Part 8, paragraph 34 (leadership in and management of schools); NMS 13.1 and 13.3 - 13.5 (management and development of boarding)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11 and 14.1; EYFS 3.7 and 3.9]

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 the requirements.
- 2.4 The effective management of safeguarding is led by the designated safeguarding lead (DSL) and a sufficient number of deputy DSLs to provide cover for the whole school, including the Early Years Foundation Stage (EYFS). The governing body submits the safeguarding policies and procedures to a thorough annual review and has also reviewed these since the previous inspection. All staff, including the DSL and deputy DSLs, have received appropriate safeguarding training and demonstrate clear understanding of safeguarding procedures, including those relating to any allegations against school personnel. The school responds to any safeguarding concerns swiftly and liaises appropriately with the local children's safeguarding board. Since the previous inspection, the school has put a new monitoring procedure in place, which ensures that all required pre-employment checks are signed off by the principal and head of junior school before a new member of staff begins to work at the school. In addition, the school has carried out a retrospective review of recruitment checks for appointments carried out before the previous inspection and the information recorded on the single central register of appointments. As a result of these measures, the school ensures that references are received and that, when applicable, checks for prohibition from teaching orders and prohibition from management of independent schools directions are completed before staff commence working at the school, including in the registered EYFS setting.

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

- 2.5 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.

Quality of leadership and management [ISSR Part 8, paragraph 34; NMS 13.1 and 13.3-13.5]

- 2.6 The school meets the standard and requirements.
- 2.7 School leaders and governors acted swiftly to put in place an effective action plan following the previous inspection. All members of the senior and junior management teams have undertaken safer recruitment training. As a result of these measures, leaders and governors have ensured that the school complies with the standards and requirements that were non-compliant at the previous inspection.

3. Regulatory action points

- 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 as a result of this visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Records of staff training with particular reference to safeguarding
- Code of conduct for staff
- Staff recruitment policy
- Minutes with regard to the annual review of the safeguarding policy and procedures
- Records and correspondence relating to safeguarding
- Single central register of appointments and selected staff files
- Documentation relating to the proposed material change, including a room audit

Meetings with school personnel

- Introductory meeting with the principal of the whole school and head of junior school – to discuss arrangements for the day and progress since the previous inspection
- Meeting with the designated safeguarding lead (DSL) – to discuss implementation of the safeguarding policy, training and induction of new staff
- Meeting with the human resources manager – to review the school's recruitment procedures, to scrutinise the single central register of appointments and to check staff recruitment files
- Meetings with twelve teaching and non-teaching staff from across the senior and junior schools – to discuss their training, understanding and implementation of safeguarding procedures
- Discussion with the chair of governors
- Review meeting with the principal and the chair of governors to explain findings

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Tours of the senior and junior schools
- Meeting of inspectors