



ISI Independent
Schools
Inspectorate

Advice Note for a Material Change Visit

Wetherby Senior School

January 2022

School's details

School	Wetherby Senior School			
DfE number	213/6002			
Address	Wetherby Senior School 100 Marylebone Lane London W1U 2QU			
Telephone number	020 7487 6000			
Email address	admin@wetherbysenior.co.uk			
Headteacher	Mr Joe Silvester			
Proprietor	Alpha Plus Group			
Age range	11 to 18			
Number of pupils on roll	410			
	Seniors	312	Sixth Form	98
Date of visit	17 January 2022			

1. Introduction

Characteristics of the school

- 1.1 Wetherby Senior School is an independent day school for male pupils situated on two sites in central London. The first is in Marylebone Lane and the second, Hannah House was partially opened in 2018 with full access to all floors in 2019. Founded in 2015, it is a member of the Wetherby family of schools of which there are four. The Alpha Plus Group is responsible for the governance of the school. The school has identified 86 pupils in the school as having special educational needs and/or disabilities (SEND), which includes dyslexia and dyspraxia, all of whom receive additional support from the school. English may not be every pupil's first language but none require additional support.

Purpose of the visit

- 1.2 This was an announced material change visit at the request of the Department for Education (DfE) to assess the school's proposal to increase the number of pupils from 400 to 700 pupils from September 2021. The visit focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietor)	Met
Part 5, paragraphs 23 to 29 (premises and accommodation)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

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 standard.
- 2.4 Arrangements are implemented effectively to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance. The safeguarding policy is implemented effectively and ensures a culture of listening to pupils, that pupils receive a response when they raise concerns and that action is taken when needed. Pupils confirm that they have a variety of people to turn to for support. This was also confirmed during interviews with staff and by scrutiny of safeguarding records. Pupils are given suitable guidance on staying safe online and the school has sufficient filtering and monitoring procedures in place to ensure appropriate use of technology.
- 2.5 The school liaises with local agencies effectively and takes prompt action where concerns are raised. All staff, including those in positions of responsibility, are suitably trained in line with locally agreed procedures and safeguarding is effectively managed. Suitable arrangements exist to handle allegations against adults working with pupils. Staff understand the different types of peer-on-peer abuse, including sexual harassment and sexual violence, and in relation to pupils with SEND. Pupils' mental health needs are appropriately attended to. There is an appropriate staff code of conduct and suitable arrangements for whistleblowing. Interviews with staff confirmed suitable understanding of these and willingness to act appropriately should the need arise. There are appropriate staff recruitment measures within the safeguarding policy.
- 2.6 The school has ensured suitable arrangements are in place during the COVID-19 pandemic to maintain all safeguarding requirements. The proprietor ensures suitable oversight of safeguarding arrangements through regular review of procedures and policies at advisory governor meetings and there is effective annual review. There are sufficient numbers of trained deputy safeguarding leads and other staff to cater for the proposed increase in the number of pupils.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.7 The school meets the standard.
- 2.8 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. Refurbished accommodation and classrooms, completed by the school in previous years to cater for the increase in numbers are appropriately and effectively included in health and safety protocols by the school. The proprietor arranges effective oversight of arrangements through the health and safety committee. The current arrangements are likely to meet the needs of the proposed increase in pupil numbers.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]

- 2.9 The school meets the standard.

- 2.10 The proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005. Records demonstrate that appropriate fire drills take place, confirmed in interviews with pupils and staff. Records show that new classrooms and refurbished accommodation have been added to the school fire alarm systems, by appropriately qualified personnel and they contain suitable fire-fighting equipment. The school has appropriate measures in place for fire risk assessment for its current buildings on both sites, including the new classrooms and refurbished accommodation and records indicate appropriate regular maintenance of related equipment. The current arrangements are likely to meet the needs of the proposed increase in pupil numbers.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]

- 2.11 The school meets the standard.
- 2.12 The proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff. Records show that the school has increased the numbers of staff on duty at any one time during the school day. This both ensures adequate provision of pupils during COVID-19 and will also ensure adequate supervision for increased numbers of pupils. The school has sufficient numbers of suitably trained staff who pupils can talk to should they require assistance.

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

- 2.13 The school meets the standard.
- 2.14 The school has a suitable risk assessment policy and ensures appropriate action is taken to reduce risks that are identified for current pupils. The school has completed effective risk assessment to identify how the proposed increase in numbers will affect the use of school facilities. It has suitable procedures in place to mitigate the risks identified. These include any relating to increased capacity in refurbished buildings, and effectively managing existing communal spaces, such as the dining room and hall, to cater suitably for the proposed increase in numbers. The school has in place a suitable 'Walkover Policy' between the two sites to ensure the safety of all pupils walking between school buildings. Roles and responsibilities for staff supervising such movement include the use of high visibility jackets.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]

- 2.15 The school meets the standards.
- 2.16 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors and a register is kept as required.

Premises and accommodation – [ISSR Part 5, paragraphs 23–29]

- 2.17 The school meets the standard.
- 2.18 Suitable toilet and changing facilities, and showering facilities are provided where required, and appropriate accommodation exists for pupils' medical and therapy needs. These are sufficient to meet the need of current pupils and the proposed increase in numbers of pupils. The second site has sufficient new classrooms to accommodate the proposed increase in pupil numbers. Additional and refurbished specialist facilities across both sites are sufficient to meet the needs of the proposed increase in numbers of pupils. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; and water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play. The school has refurbished sufficiently to accommodate the proposed increase in numbers.

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

- 2.19 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]

- 2.20 The school meets the standard.
- 2.21 The proprietor ensures that the leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively, so that all the other standards are consistently met, and they actively promote the educational well-being of the pupils. Measures planned or implemented for the proposed increase in pupil numbers are sufficient to ensure pupils' continued well-being.

3. Recommendation with regard to material change request

- 3.1 It is recommended that the request to increase in school numbers from 400 to 700 pupils is granted.
- 3.2 Welfare health and safety practices meet the standards. Refurbishments to specialist facilities and the sixth-form centre indicate that the standards continue to be met with the increase in numbers which has already started to take place. Other existing accommodation is suitable for the proposed increase in numbers. The school meets the standards for recruitment of staff and has either already employed new staff or has sufficient capacity to increase pupil numbers in classes, without impacting on existing staff provision. The school has produced suitable plans to show how the proposed increase in numbers will be effectively managed, so that the standards continue to be met.

4. Summary of evidence

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with the proprietorial representatives. He visited different areas of the school, observed lessons and talked with groups of pupils and staff. He scrutinised a range of documentation, records and policies.