



ISI Independent
Schools
Inspectorate

Additional Inspection Report

Hereford Cathedral School

November 2022

School's details

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| School | Hereford Cathedral School | | |
| DfE number | 884/6004 | | |
| Registered charity number | 518889 | | |
| Address | Hereford Cathedral School Old Deanery The Cathedral Close Hereford Herefordshire HR1 2NG | | |
| Telephone number | 01432 363521 | | |
| Email address | hmpa@herefordcs.com | | |
| Headteacher | Dr Michael Gray | | |
| Chair of governors | Rear Admiral Philip Wilcocks | | |
| Age Range | 11 to 18 | | |
| Number of pupils on roll | 562 | | |
| | Day pupils | 533 | Boarders 29 |
| | Seniors | 420 | Sixth Form 142 |
| Date of inspection | 02 November 2022 | | |

1. Introduction

Characteristics of the school

- 1.1 Hereford Cathedral School is an independent co-educational day and boarding school in the centre of Hereford. The school is a charity and limited company, overseen by a governing body. The school is organised into the senior school, for pupils aged 11 to 16, and a sixth form. Boarding is provided in a boarding house located nine miles from the school. The school has 115 pupils who require support for special educational needs and/or disabilities. None has an education, health and care plan. There are 37 pupils who speak English as an additional language. The current headmaster was appointed in September 2021. The school's previous inspection was a focused compliance and educational quality inspection in February 2020.

Purpose of the inspection

- 1.2 This was an unannounced additional inspection at the request of the Department for Education (DfE) which focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the National Minimum Standards for Boarding 2022.

| Regulations which were the focus of the inspection | Team judgements |
|---|-----------------|
| Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8 | Met |
| Part 3, paragraph 16 (risk assessment); NMS 9 | Met |
| Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors); NMS 19 | Met |
| Part 6, paragraph 32(1)(c) (provision of information) | Met |
| Part 8, paragraph 34 (leadership and management); NMS 2 | Met |

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 8]

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.
- 2.4 The school's safeguarding policy is implemented effectively throughout the school to ensure pupils' welfare, including that of boarders. The school liaises promptly and effectively with the local safeguarding children partnership (LSCP) to safeguard children in need or at risk, in line with local procedures. Staff are appropriately trained to recognise signs of abuse, including child-on-child abuse and understand their responsibilities to safeguard children. They respond to any concerns about pupils' wellbeing promptly and report any concerns immediately. They know that they can make a referral directly to children's services if necessary. Suitable systems are in place to listen to pupils, who confirm that they feel safe at school. Pupils confirm that there is always someone to speak to if they have concerns, and that should the need arise, prompt action is taken. Suitable procedures are in place to deal with allegations, including historic allegations, against adults working with children. Prompt referral of such allegations is made to the Local Authority Designated Officer (LADO) and advice is duly considered. Referral is made appropriately to statutory bodies when thresholds are reached, including the Teaching Regulation Agency (TRA) and Disqualification and Barring Service (DBS).
- 2.5 The designated safeguarding lead (DSL) and deputy DSLs have the required levels of up-to-date advanced training for their roles. The DSL ensures that all new members of staff receive appropriate induction in safeguarding. Other staff and governors are trained appropriately; staff are confident that their training equips them to deal effectively with pupil concerns. They are aware of the staff code of conduct and whistleblowing procedures. Staff and governors have been trained to understand, identify and respond appropriately to any concerns about other adults or disclosures by pupils. Staff fulfil their responsibilities effectively in these areas.
- 2.6 The DSL and deputy DSLs are supported effectively by governors who monitor and review safeguarding procedures at least annually. The review includes effective staff recruitment measures together with the safeguarding policy. Where any serious incidents occur, governors ensure appropriate review takes place and consider any necessary changes to the school's procedures effectively.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 9]

- 2.7 The school meets the standards.
- 2.8 The school has a suitable risk assessment policy which is implemented effectively. There is a strategic approach to risk assessment across different areas of the school's operations, including in boarding. Suitable risk assessments are in place to ensure the safeguarding of pupils, including those deemed more vulnerable. Robust risk assessments are implemented effectively in respect of adults working in the school about whom concerns have been raised.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]

- 2.9 The school meets the standards.
- 2.10 The school makes appropriate checks to ensure the suitability of staff, including senior leaders, volunteers and proprietors. The school does not use supply staff. School leaders have a secure understanding of the recruitment process. Robust procedures ensure that suitability checks are completed prior to appointment for all staff. The single central register of appointments accurately records recruitment checks and governors provide effective oversight.

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

- 2.11 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; NMS 2]

- 2.12 The school meets the standards.
- 2.13 Senior leaders and governors demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met, and they actively promote the wellbeing of the pupils. Senior leaders monitor recruitment procedures and records closely so that all required suitability checks are completed before a member of staff starts their employment. They respond appropriately to any concerns raised about staff. They operate effective risk assessment procedures with regard to adults working in the school and vulnerable pupils.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this inspection, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and the National Minimum Standards for Boarding Schools 2022, and no further action is required as a result of this inspection.

4. Summary of evidence

- 4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with the designated safeguarding governor. They talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Chris Manville

Reporting inspector

Mr Stephen Holliday

Assistant reporting inspector