



ISI Independent
Schools
Inspectorate

Material Change Inspection Report

Reddam House Berkshire

June 2023

School's details

School	Reddam House Berkshire			
DfE number	872/6001			
Early Years registration number	EY495544			
Address	Reddam House Berkshire Bearwood Road Berkshire RG41 5BG			
Telephone number	01189 748300			
Email address	reception@reddamhouse.org.uk			
Principal	Mr Rick Cross			
Chair of governors	Mr Nick Wergan			
Proprietor	Inspired Education Holdings Limited			
Age range	0 to 18			
Number of pupils on roll	796			
	Day pupils	704	Boarders	92
	EYFS	170	Juniors	204
	Seniors	304	Sixth Form	118
Inspection dates	6 June 2023			

1. Introduction

Characteristics of the school

1.1 Reddam House Berkshire is an independent co-educational and boarding school, situated near Wokingham in Berkshire. It has been owned by the Inspired Education Group since 2015 and is overseen by a board of governors. The school is organised into: the early learning school, for children from three months to four years; the junior school for pupils aged five to eleven; the middle school for pupils aged twelve to fourteen; and the senior school for those aged fifteen to eighteen. The school has 115 pupils who require support for special educational needs and/or disabilities (SEND). One pupil has an education, health and care plan. English as an additional language (EAL) for 91 pupils. The school's previous inspection was a focused compliance and educational quality inspection in October 2022.

Purpose of the inspection

1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase the pupil number to 1025. It is not proposed to increase boarding numbers in any part of the school. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework. Boarding was not included in the focus of the visit.

Regulations which are the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire)	Met
Part 3, paragraph 14 (supervision)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23–29 (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 The school's safeguarding arrangements are implemented effectively to ensure the welfare of pupils, including children in the Early Years Foundation Stage (EYFS). There is a positive culture of safeguarding across all aspects of school life. Discussions with both staff and pupils confirm that leaders inculcate an atmosphere of inclusivity where all opinions matter and where all concerns are listened to and acted upon swiftly. Pupils confirm that they can approach any member of staff, including those in the medical centre, if they are worried, knowing that appropriate action will be taken to support them. Records of safeguarding confirm that this happens in practice. Matters such as online safety are handled effectively by the school and overseen appropriately by governors. Pupils identified that the school helps them to keep them safe online.
- 2.5 The designated safeguarding lead (DSL) has a secure oversight of safeguarding arrangements and ensures that the safeguarding team keeps detailed confidential records of any concerns. These confirm that senior leaders work within locally agreed inter-agency procedures and that any referrals of safeguarding concerns are made in a timely manner. These include timely referral to the LADO when allegations are made against staff or other adults working in the school. There is also efficient oversight of the school's safer recruitment procedures. The designated governor for safeguarding ensures that an annual review of the school's safeguarding arrangements is carried out. This is sufficiently detailed to meet local safeguarding partnership requirements and is shared with the governing board.
- 2.6 All staff, including leaders, governors and those with specific safeguarding responsibility, are trained appropriately. Staff show confident understanding of the training they receive, including that regarding signs of abuse, child-on-child abuse and also areas such as mental health, sexual violence and harassment. Regular updates to training supplement the ongoing annual training received by all staff, which is supported by assessments and quizzes to ensure a sufficient audit of safeguarding understanding. Staff have a confident understanding of the process for referral should there be any concerns. They understand the school's code of conduct for staff and the whistleblowing policy. They know how to contact children's services direct, should the need arise.
- 2.7 There is an appropriate Prevent strategy in place which is suitably implemented.
- 2.8 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

- 2.9 The school meets the standard.
- 2.10 A suitable health and safety policy is effectively implemented to ensure that relevant health and safety law is complied with. The school's arrangements are supported by a management structure with clearly defined roles and responsibilities. School governors ensure that there is effective oversight of

the arrangements. This includes a regular, full audit of health and safety which produces an action plan which focuses on compliance and resourcing. Regular health and safety meetings ensure that any accidents or near misses are investigated, reviewed and reported, when necessary. All health and safety matters are summarised in a termly report to the governors. Health and safety leaders ensure that suitable checks are made, and records kept regarding hazardous substances including asbestos, electrical maintenance and legionella testing.

2.11 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

2.12 The school meets the standard.

2.13 Suitable arrangements are made to prevent and tackle fire in the school. There is a sufficient number of suitably trained staff, including those trained to a higher level in firefighting. Regular maintenance and testing of firefighting equipment and installations ensure that these are fit for purpose. Fire exits are clearly signed and free of obstructions. A suitable fire risk assessment is in place and any deficiencies are addressed without delay. Discussions with staff and pupils, and scrutiny of records confirm that regular fire drills take place.

2.14 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

2.15 The school meets the standard.

2.16 Suitable arrangements are made to ensure that pupils are properly and competently supervised while in the care of the school. Pupils confirm that it is easy to find members of staff during breaks and lunch times and observations during the visit verified this.

2.17 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

2.18 The school meets the standard.

2.19 The school's risk assessment policy sets out a clear and strategic approach to the management of risk. The policy is implemented effectively. Scrutiny of records demonstrates a wide range of individual risk assessments for all aspects of school life, including activities, safeguarding, individual pupils' welfare, trips and visits. Written assessments identify any reasonably foreseeable risks and detail how these can be mitigated. The school has risk assessed the impact of the proposed increase in pupil numbers effectively.

2.20 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

2.21 The school meets the standards.

2.22 The school's approach to the safer recruitment of staff is secure. All appropriate checks are undertaken before a person begins employment in the school. The school also carries out all the required checks on the proprietor and governors. All required information relating to the safer recruitment process is suitably recorded on the single central register of appointments. The school maintains appropriate records of the evidence used to inform recruitment decisions.

2.23 The school is likely to continue to meet the standards with the proposed increase in pupil numbers.

Premises and accommodation – toilet, washing and changing facilities [ISSR Part 5, paragraph 23]

2.24 The school meets the standard.

2.25 There are sufficient toilets, for the sole use of pupils, located at various points around the school sites. The areas also include hand washbasins. Evidence from a tour of the school and discussions with pupils confirmed this. Accessible toilets are also made available. There are adequate showers and changing areas provided for activities such as physical education, games and swimming.

2.26 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – medical facilities [ISSR Part 5, paragraph 24]

2.27 The school meets the standard.

2.28 The school's medical centre, located in a centrally positioned separate building, provides suitable accommodation for sick or injured pupils. There are also separate areas for male and female pupils should they require longer term care. The accommodation contains separate unisex toilets, complete with hand basins and shower. The centre is staffed throughout the day by qualified nurses. Pupils confirm that the medical centre supports both their physical and mental wellbeing.

2.29 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – maintenance [ISSR Part 5, paragraph 25]

2.30 The school meets the standard.

2.31 The school premises and accommodation are suitably maintained and secure. This was confirmed during a tour of the site, discussions with pupils and staff and scrutiny of records.

2.32 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – acoustics [ISSR Part 5, paragraph 26]

2.33 The school meets the standard.

2.34 The acoustic conditions and sound insulation of each room or other space are suitable, having regard to the nature of the activities for which they are normally used. This was confirmed during a tour of the site.

2.35 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – lighting [ISSR Part 5, paragraph 27]

2.36 The school meets the standard.

2.37 There is suitable interior lighting in all teaching and learning spaces and in communal areas. Although not seen in use during the visit, there was evidence of exterior lighting systems that would enable safe access to and egress from the school site, during the hours of darkness.

2.38 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – water [ISSR Part 5, paragraph 28]

- 2.39 The school meets the standard.
- 2.40 Throughout the site, suitable drinking water facilities are provided and labelled as such. Toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water. The temperature of hot water at the point of use does not pose a scalding risk to users.
- 2.41 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

Premises and accommodation – outdoor space [ISSR Part 5, paragraph 29]

- 2.42 The school meets the standard.
- 2.43 The school provides a range of outdoor spaces for physical education, including a range of grass pitches and cricket nets. Around the school there are many suitable spaces where pupils can enjoy their free time and relax, should they wish.
- 2.44 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

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

- 2.45 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]

- 2.46 The school meets the standard.
- 2.47 The school's leadership and management demonstrate the required skills and knowledge to ensure that all standards are met consistently. They apply these skills and knowledge effectively to actively promote the safety and wellbeing of pupils.
- 2.48 The school is likely to continue to meet the standard with the proposed increase in pupil numbers.

3. Recommendation with regard to material change inspection

Recommendation

- 3.1 It is recommended that the material change request be granted as the school meets all the standards inspected. Appropriate plans for the proposed increase in the total number of pupils have been drawn up. Refurbishment of the necessary additional teaching rooms has begun and is scheduled for completion by the start of term in September 2023. The school is likely to continue to meet the standards with the proposed increase in pupil numbers.

4. Summary of evidence

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

Inspectors

Mr Kerry Lord

Reporting inspector