



ISI Independent
Schools
Inspectorate

Progress Monitoring and Material Change Inspection Report

Derby Grammar School

June 2023

School's details

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|----------------------------------|---|-----|-------------------|----|
| School | Derby Grammar School | | | |
| DfE number | 831/6004 | | | |
| Registered charity number | 1015449 | | | |
| Address | Derby Grammar School Rykneld Road Littleover Derby Derbyshire DE23 4BX | | | |
| Telephone number | 01332 523027 | | | |
| Email address | head@derbygrammar.org | | | |
| Headteacher | Mr Paul Logan | | | |
| Chair of governors | Mr Andrew Gentles | | | |
| Proprietor | Derby Grammar School Trust Ltd | | | |
| Age range | 4 to 18 | | | |
| Number of pupils on roll | 227 | | | |
| | Infants | 10 | Juniors | 36 |
| | Seniors | 133 | Sixth Form | 48 |
| Date of inspection | 27 June 2023 | | | |

1. Introduction

Characteristics of the school

- 1.1 Derby Grammar School is an independent day school for male pupils aged 4 to 18 and female pupils aged 4 to 11 and 16 to 18. Situated in Littleover in Derbyshire, the school opened on its current site in 1995. The school is a charitable trust, overseen by a board of governors. There are 46 pupils who require support for special educational needs and/or disabilities (SEND). One pupil has an education, health and care (EHC) plan. There are seven pupils for whom English is an additional language (EAL), whose needs are supported within the classroom. The school's previous inspection was a focused compliance and educational quality inspection which took place in September 2022.

Purpose of the inspection

- 1.2 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the focused compliance and educational quality inspection of 13 to 15 September 2022. 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.
- 1.3 Additionally, this inspection serves as a material change inspection to assess the school's proposal to introduce female pupils into the senior school, at ages 11 to 16, to make the school fully co-educational from September 2023.

| Regulations which were the focus of the inspection | Team judgements |
|---|-----------------|
| Part 1, paragraph 2 (curriculum) | Met |
| Part 2, paragraph 5 (spiritual, moral, social and cultural development of pupils) | Met |
| Part 3, paragraph 7 (safeguarding) | Met |
| Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors) | Met |
| Part 5, paragraph 23 (toilet and washing facilities) | Met |
| Part 6, paragraph 32(1)(c) (provision of information) | Met |
| Part 8, paragraph 34 (leadership and management) | Met |

2. Inspection findings

Quality of education provided – curriculum [ISSR Part 1, paragraph 2]

- 2.1 The school meets the standard.
- 2.2 The school has a suitable curriculum policy which is effectively implemented in practice. The curriculum covers all the required areas and offers equal opportunities to all pupils irrespective of gender. Female pupils in the junior school and in the sixth form currently have access to a suitable range of options for physical education (PE). Appropriate plans are in place to ensure that provision for both male and female pupils at ages 11 to 16 will be similarly effective. The relationships and sex education curriculum is delivered effectively to pupils at all ages, irrespective of gender. Suitable plans are in place to ensure that appropriate content and delivery continue as the school becomes fully co-educational.

Spiritual, moral, social and cultural development of pupils [ISSR Part 2, paragraph 5]

- 2.3 The school meets the requirement.
- 2.4 The school actively encourages respect for other people that pays particular regard to the protected characteristics set out in the 2010 Equality Act. Staff and pupils confirm that the school actively promotes respect and equality for all. It is likely to continue to meet the requirement with the introduction of female pupils at ages 11 to 16.

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

Safeguarding policy

- 2.5 The school meets the requirements.
- 2.6 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

- 2.7 The school meets the standard.
- 2.8 Safeguarding procedures are suitably implemented in line with *Keeping Children Safe in Education* (KCSIE) 2022, including in the EYFS. The designated safeguarding lead (DSL) and her deputies work effectively to promote the wellbeing of pupils of all ages, including those with SEND. In discussions, pupils confirmed that they can raise any concerns freely and that, if they do so, they receive a timely and appropriate response. Safeguarding records confirm that the school acts swiftly to respond to any concerns it receives about pupils and that it refers concerns appropriately to local agencies. Any incidences of child-on-child abuse have received an appropriate response. No recent sexual or racist incidents have met the threshold for referral but the school is aware of its duty to refer when necessary. Pupils receive suitable advice about online safety and the school has effective systems in place to filter and monitor the internet.
- 2.9 Staff, including those with leadership responsibility for safeguarding, are suitably trained, as are governors. All staff complete training in the risks associated with terrorism and extremism annually. Records are systematically kept and show that training for all staff is current, appropriate and in line with local safeguarding requirements. Staff demonstrated a clear understanding of how to report any concerns they may have about adults in the school and confirmed that they would do so without

hesitation. There is a suitable approach to reporting low-level concerns about adults working with children and an effective log is kept.

- 2.10 Effective procedures are now implemented to ensure that appropriate and timely checks are made to confirm the suitability of staff and such procedures now demonstrate full regard to the guidance in KSCIE 2022. These include the taking of references, a check of employment history, relevant prohibition checks and a check against the barred list before the commencement of employment. Where a Disclosure and Barring Service (DBS) certificate is not seen prior to commencement of employment, a suitable risk assessment is made and reviewed regularly until the certificate is seen in school. The governors now operate effective oversight of the single central register of appointments and staff recruitment files. They carry out a suitable annual review of safeguarding policy and practice and are kept informed by regular reports on any safeguarding issues from the DSL.
- 2.11 The school is likely to continue to meet the requirements with the introduction of female pupils at ages 11 to 16.

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

- 2.12 The school meets the standards.
- 2.13 The school now implements a suitable recruitment policy effectively. Practice has due regard to the procedures required by KCSIE. All appropriate checks are made before staff and proprietors begin work, including appropriate checks to confirm a member of staff's medical fitness and an enhanced DBS certificate. A register of checks is kept as required. There are currently no supply staff in school. The information on the register accurately reflects documentation seen in staff files.

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

- 2.14 The school meets the standard.
- 2.15 A tour of the school premises demonstrated that there is adequate provision of toilets and washing facilities to cater for the arrival of female pupils at ages 11 to 16. Toilet and washing facilities for this age group are appropriately segregated and provide adequately for the arrival of female pupils. At the sports centre, where all PE and games sessions take place, there are suitably segregated changing and showering facilities which are appropriate for male and female pupils of any age.

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

- 2.16 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]

- 2.17 The school meets the standard.
- 2.18 Senior leaders and managers demonstrate good skills and knowledge appropriate to their role and they fulfil their responsibilities effectively so that the other standards are met consistently and the wellbeing of pupils is actively promoted. The school has implemented the action plan required by the previous inspection fully and successfully. Proprietors and senior leaders have considered with suitable care what measures are necessary to admit female pupils at ages 11 to 16 and are therefore appropriately prepared for the proposed material change.

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 requirements of the Early Years Statutory Framework, and no further action is required as a result of this inspection.

4. Recommendation with regard to material change inspection

Summary of findings

- 4.1 The school has planned with suitable care to admit female pupils at ages 11 to 16 in September 2023, so that the whole school will become co-educational. The school has identified that this can be done without the need for additional building or other accommodation. Effective plans have been made to ensure the appropriateness of the curriculum, particularly regarding PE and games provision and that for relationships and sex education. The school actively promotes respect for pupils, including those with any protected characteristics. They have suitable arrangements in place to provide toilet, washing and changing facilities for male and female pupils of all ages.

Recommendation

- 4.2 It is recommended that the school's proposal to admit female pupils at ages 11 to 16 be approved.

5. Summary of evidence

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

Inspectors

Mrs Kate McCarey

Reporting inspector

Mr Nigel Lashbrook

Assistant reporting inspector