



ISI Independent
Schools
Inspectorate

Additional Inspection Report

Wakefield Girls' High School

May 2023

School's details

School	Wakefield Girls' High School			
DfE number	384/6114			
Registered charity number	1088415			
Address	Wakefield Girls' High School Wentworth Street Wakefield West Yorkshire WF1 2QS			
Telephone number	01924 372490			
Email address	wsoffice@wgsf.net			
Headmistress	Ms Heidi-Jayne Boyes			
Proprietor	Wakefield Grammar School Foundation			
Age range	7 to 18			
Number of pupils on roll	777			
	Juniors	158	Seniors	477
	Sixth Form	142		
Date of inspection	15 May 2023			

1. Introduction

Characteristics of the school

- 1.1 Wakefield Girls' High School is an independent day school, registered as a single-sex school for female pupils. The school is owned and governed by the Wakefield Grammar School Foundation, which comprises this school, a senior school for male pupils and a co-educational pre-preparatory school, all located in Wakefield. The school has 153 pupils who require support for special educational needs and/or disabilities (SEND), of whom one has an education, health and care plan. English is an additional language for 122 pupils. The school's previous inspection was a focused compliance and educational quality inspection in January 2022, followed by a progress monitoring inspection in September 2022.

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).

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 9 (behaviour)	Met
Part 3, paragraph 10 (bullying)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 13 (first aid)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 7, paragraph 33 (complaints)	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 Safeguarding arrangements are implemented effectively, for pupils in both the junior and the senior schools. Arrangements reflect the current guidance appropriately and there is timely and appropriate communication with the statutory agencies when this is required. There is appropriate support for pupils' needs, including for those with SEND. Staff listen to children and take appropriate and timely action when concerns are raised. This is confirmed by discussions with pupils, who said they felt safe in the school and well looked after, and by records of safeguarding. All pupils are educated in how to keep safe online and understand how to do so. Filtering and monitoring of technology is appropriate.
- 2.5 All staff and governors have received suitable training in safeguarding, including regarding any changes in statutory guidance, online safety and its monitoring, and their Prevent responsibilities. When new staff are appointed, they complete a comprehensive induction process to ensure they understand their safeguarding responsibilities. In addition, close links with the local authority has enabled Child and Adolescent Mental Health Services (CAMHS) to deliver onsite training at the school. All staff are familiar with Keeping Children Safe in Education (KCSIE) Part 1 and Annex B. They understand the code of conduct for staff and whistleblowing procedures. The designated safeguarding lead (DSL) and deputies have sufficient status and authority to undertake their roles. They have the appropriate level of training, which is in line with local procedures. The DSL provides regular updates to all staff and opportunities for discussion on any changes to safeguarding policies and their implementation.
- 2.6 Staff are clear on the procedures for reporting any concerns about pupils and they do so appropriately. Teaching staff understand the types of child-on-child abuse that can occur and the need to react to and appropriately report such behaviours. Appropriate and detailed records of any safeguarding concerns are maintained. These show timely and appropriate liaisons both with parents and the local safeguarding children's partnership. Senior leaders act appropriately when a pupil leaves the school at an unusual time in the school year. They ensure that due notification is made to the relevant local authority. Records of safeguarding incidents demonstrate a culture in which detailed analysis of any incidents takes place. This is supported by effective monitoring systems, overseen by both the chair of governors and the governing board safeguarding lead.
- 2.7 There are appropriate measures in place to handle any allegations against adults working in the school. Staff have a clear understanding of procedures and senior staff have appropriately contacted the local authority designated officer (LADO) for advice or to make a referral when any allegations of concern have arisen. The governors undertake an annual safeguarding review with due diligence and safeguarding is a standing agenda item for all governing board meetings. Governors demonstrate rigour in their oversight of arrangements, which includes undertaking a follow-up review of any safeguarding incidents that may occur. They ensure appropriate recruitment checks are made. Both the chair of governors and the safeguarding governor conduct in school discussions with pupils and staff to support the school's safeguarding culture.

Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9]

2.8 The school meets the standard.

2.9 The school has an appropriate behaviour policy which is available on the school website. It sets out the aims of the school and outlines both rewards to promote good behaviour and the sanctions to be adopted in the event of pupil misbehaviour. Staff and pupils understand the policy, which is implemented effectively. Governors review incidents regularly to establish any trends and what follow-up actions may be required. Senior leaders record details of any incidents appropriately. There is a clear written procedure for dealing with more serious disciplinary incidents, so that staff are fully aware of the appropriate procedures to follow. Logs of recent incidents indicate poor behaviour to be rare. When pupils fall out with each other or injury is sustained through inappropriate behaviour, the school is quick to investigate and apply appropriate sanctions. Pupils in discussions confirmed that they are briefed in assemblies and in personal, social, health and economics education (PSHE) lessons on behavioural expectations and how to establish good friendships. They feel that behaviour in the school is mostly of a high standard. Incident logs and observation around the school confirm this. Staff take into account the specific needs of individual pupils, including those with SEND, when dealing with any misbehaviour. Physical intervention is extremely rare and none has occurred recently according to records.

Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10]

2.10 The school meets the standard.

2.11 The school has an appropriate anti-bullying policy which is implemented effectively. Pupils commented in discussions that they know when and how to seek help and that they should report any bullying they observe. Records of any bullying incidents are congruent with other behaviour and safeguarding records. Staff understand clearly that child-on-child abuse is a potential safeguarding issue. When incidents occur, most especially when a pupil is injured, a thorough investigation takes place with appropriate consultation with parents and, where necessary, with outside agencies. Records demonstrate that bullying incidents are rare and those that do occur are dealt with promptly. Support is given to both the victim and the perpetrator. All bullying incidents are referred to those with safeguarding responsibilities who understand the thresholds where bullying may become a safeguarding issue. Senior leaders maintain a suitable centralised log and review this regularly, together with the safeguarding governor. This review identifies any trends, so that appropriate action is taken. An annual governing board review incorporates a review of any serious bullying incidents. Pupils in discussion commented that bullying is very rare in the school and, when it does occur, they have no concerns about reporting such matters to the pastoral staff, knowing that it will be dealt with fairly and effectively. Records of bullying confirm this view.

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

2.12 The school meets the standard.

2.13 The school has an appropriate health and safety policy. This is effectively implemented and overseen by the foundation's health and safety sub-committee. To ensure site safety, senior leaders have regular meetings with a member of the foundation who conducts at least half-termly visits to the school. Teaching staff in all sections of the school undertake annual health and safety training and any concerns that arise are reported to the foundation. Staff record incidents and accidents appropriately. Scrutiny of accident and injury logs over the past academic year demonstrate efficient procedures for dealing with the small number of incidents that occur. Good practice is followed, including the production of appropriate individual pupil risk assessments, if required to support a pupil after an

injury. This school campus is well maintained, ensuring that the site is kept as safe as is practicably possible.

Welfare, health and safety of pupils – first aid [ISSR Part 3, paragraph 13]

2.14 The school meets the standard.

2.15 The school implements an appropriate policy for first aid and this is known to all staff who receive regular training. A qualified nurse is on duty for four days of the week and a first aid trained member of the office staff provides suitable cover for the other day. An appropriate number of staff are trained in first aid. In addition, the school has staff who have completed courses in mental first aid training, outdoor first aid training and emotional and physical abuse training. First aid boxes are strategically placed around the school and first aid kits are available from the nurse's office and also the school office. These are appropriately stocked and renewed. In the event of a first aid concern or medical issue arising with a pupil, staff act appropriately. In the event of a pupil receiving a potential head injury they are checked by the medical centre and appropriately supervised in case of any signs of concussion, before they are allowed to return to any type of school activity. Staff are aware of the need to consider a safeguarding referral if any injury they see is unexplained or causes concern.

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 and is provided to parents on request.

Manner in which complaints are handled [ISSR Part 7, paragraph 33]

2.17 The school meets the standard.

2.18 An appropriate complaints policy is in place which is effectively implemented. It includes the required three stages at which complaints may be raised. Scrutiny of the complaints logs demonstrates that the school follows its policy and procedures appropriately, including regarding any parental complaints relating to bullying or racism. The log indicates that there have been no complaints that have reached stage 3 over the past academic year, and therefore there have been no panel appeals as a result. Evidence also indicates that the follow-up of complaints is systematic, thorough and meets the required timelines. Evidence of complaints in connection with pupils indicates that the school goes through fair and appropriate procedures in line with its policy, whilst assuring that the safeguarding needs of its pupils are met. Governors meet with senior leaders on a regular basis and review all formal complaints and look for evidence of trends and themes.

Quality of leadership and management [ISSR Part 8, paragraph 34]

2.19 The school meets the standard.

2.20 Governors and senior leaders ensure that the required policies and records are appropriately maintained, efficiently implemented and effectively monitored. Behavioural, bullying and safeguarding incidents are all the subject of regular review by the governors and an annual summary report is scrutinised by the full foundation board to establish any themes or trends for action. Staff throughout the school are appropriately monitored by senior managers and there are appropriate supervision arrangements and provision for training in place. The foundation governors ensure that senior leaders and managers demonstrate good skills and knowledge, and fulfil their responsibilities

effectively, so that the regulatory standards are consistently met, and they actively promote the wellbeing of the 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 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 safeguarding governors. They visited different areas of the school and talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Tony Halliwell

Reporting inspector

Mr Michael Evans

Assistant reporting inspector