



ISI

Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

Withington Girls' School

September 2022

School's details

School	Withington Girls' School		
DfE number	352/6033		
Registered charity number	526632		
Address	Withington Girls' School 100 Wellington Road Fallowfield Manchester M14 6BL		
Telephone number	0161 224 1077		
Email address	office@wgs.org		
Head	Mrs Sarah Haslam		
Chair of governors	Mr Malcolm Pike		
Age range	7 to 18		
Number of pupils on roll	722		
		Juniors	148
	Seniors	427	Sixth Form 147
Date of inspection	23 September 2022		

1. Introduction

Characteristics of the school

- 1.1 Withington Girls' School, founded in 1890, is an independent day school for female pupils. It is a charitable trust overseen by a board of governors. The school comprises a junior school and a senior school on a single site, across which some facilities and teaching staff are shared. The school has identified 54 pupils as having special educational needs and/or disabilities (SEND), of whom 35 receive some additional specialist support in school. No pupil has an education and health care plan. There are 136 pupils who speak English as an additional language, none of whom require additional support in school. The school's previous inspection was a regulatory compliance inspection with an educational quality inspection in February 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 regulatory compliance and educational quality inspection on 8 to 11 February 2022. The inspection 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 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors)	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 has suitable measures in place to ensure the safeguarding of pupils through effective implementation of the policy. The school responds appropriately to safeguarding concerns about pupils. It seeks advice from external agencies and makes referrals as appropriate. Pupils are confident that there are trusted adults in the community with whom they can share any concerns or worries they may have. When pupils share concerns they receive a response and suitable action is taken where needed.
- 2.5 All staff are appropriately trained, including the designated safeguarding leaders. Recent training has ensured that staff know how to respond to reports of child-on-child abuse as well as low-level concerns about adults in school. When concerns about adults are communicated to the school senior leaders seek advice promptly from the LADO. Staff understand the vulnerabilities of pupils with SEND and are sensitive to concerns about pupils' mental health. Pupils are taught how to stay safe online.
- 2.6 All governors have received safeguarding training. The governors exercise proper oversight of safeguarding through regular informal communication. In addition, the board receive regular reports and conducts an annual review of policy and practice. Governors ensure that all required vetting checks are carried out on all newly appointed staff before commencement of employment. References have been received for all staff appointed since the previous inspection and checks are made against the barred list and the list of those prohibited from teaching where relevant for all staff before commencement of employment.

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

- 2.7 The school meets the standards.
- 2.8 The school carries out effective checks to ensure the suitability of staff and proprietors, and a register is kept as required. Since the previous inspection the school has further enhanced its procedures to ensure that no member of staff is barred from regulated activity relating to children or prohibited from teaching. For each new member of staff, the school has carried out all appropriate checks before appointment. In particular, checks to confirm that person's identity, their medical fitness, their right to work in the UK and, where appropriate, their qualifications. The school has ensured that an enhanced criminal record check is made in respect of every member of staff and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment. The school now consistently ensures that the single central register of appointments records the dates on which all relevant checks have been carried out on every member of staff. In particular, checks of identity, the barred list, qualifications, of a suitable criminal record certificate, right to work in the UK, and of the list of those prohibited from teaching.

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

- 2.9 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]

- 2.10 The school meets the standard.
- 2.11 The proprietor ensures that the leadership and management demonstrate good skills and knowledge. The school's action plan has been implemented appropriately. Senior leaders fulfil their responsibilities effectively, so that the other 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 a governor. They visited different areas of the school, observed lessons and talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Bill Burn

Reporting inspector

Mr Michael Evans

Assistant reporting inspector