

Report for a Progress Monitoring Visit

School name	Dixie Grammar School			
DfE number	855/6004			
Registered charity number	514407			
Address	Dixie Grammar School Station Road Market Bosworth Leicestershire CV13 0LE			
Headmaster	Mr Richard Lynn			
Chair of governors	Mrs Jo Fenton-Parkes			
Number of pupils on roll	502			
	Boys	240	Girls	262
	EYFS	55	Juniors	117
	Seniors	269	Sixth Form	61
Date of visit	1 May 2019			

1. Introduction

Characteristics of the school

- 1.1 Dixie Grammar School is an independent day school for boys and girls aged between three and eighteen, situated in Market Bosworth in Leicestershire. The school can be traced back to 1320 and has experienced several changes since its founding. It was re-opened in 1987 by the Leicestershire Independent Educational Trust. A junior school and nursery opened in 1990 and moved to a new site in 2001, approximately five miles from the senior school. The school is an educational charity with the trustees forming a single governing body which oversees both the senior part of the school (for Years 6 to 13 inclusive) and the junior part of the school (up to and including Year 5).
- 1.2 Pupils come from a range of professional family backgrounds, with most living within a 15-mile radius of the school. The school has identified 51 pupils as having special educational needs and/or disabilities, which include dyslexia, dyspraxia and processing disorders. One pupil in the school has an education, health and care plan. English is an additional language for three pupils, whose needs are supported by their classroom teachers.

Purpose of the visit

- 1.3 This was an unannounced progress monitoring visit 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 inspection on 28 to 29 November 2018.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (safeguarding)	Met
ISSR Part 4, paragraphs 18 and 20 (suitability of staff and proprietors)	Met
ISSR Part 4, paragraph 21 (single central register)	Met
ISSR Part 6, paragraph 32 (provision of information), specifically the safeguarding policy 32(1)(c)	Met
ISSR Part 8, paragraph 34 (quality of leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils [ISSR Part 3, paragraph 7; EYFS 3.4, 3.5, 3.14]

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 and requirements.
- 2.4 The designated safeguarding lead (DSL) and two others with designated safeguarding responsibilities are suitably trained and liaise effectively with the school's local safeguarding children board. One member of the DSL team has specific responsibilities for the Early Years Foundation Stage. The team demonstrates a clear understanding of safeguarding responsibilities. Child protection records are kept securely. Suitable training is provided for members of staff, including through induction for new appointments, and training records are maintained effectively. The nominated governor for safeguarding presents to the governing body a suitably detailed annual review of safeguarding.
- 2.5 Members of staff are aware of the signs and types of child abuse, including peer-on-peer abuse, and understand the school's reporting and referral procedures. Pupils say that they feel safe and happy at the school; they are confident that, should they have a concern, members of staff will listen to them and take appropriate action.
- 2.6 The school follows statutory guidance with regard to required pre-appointment checks, including for prohibition from teaching and prohibition from management, thereby meeting the action points of the previous inspection.

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 all required pre-appointment checks including those for medical fitness and right to work in the United Kingdom before members of staff and proprietors start work, and maintains the single central register of appointments in a suitable manner, including specifying dates on which recruitment checks have been completed, thereby meeting the action points of the previous inspection.

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 school ensures that those with leadership and management responsibilities demonstrate good skills and knowledge and fulfil their roles effectively so that the independent school standards are met consistently, and the school actively promotes the well-being of the pupils. A thorough review of the process for recruitment checks has taken place and a new pre-appointment checklist is employed to facilitate these checks. Staff files and the single central register have been reorganised. The school has appointed a new governor with compliance expertise. Through these improvements, the school has ensured that all required pre-appointment checks are in place before the starting date for members of staff and governors. Hence, the school has met the action points for leadership and management of the previous inspection.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this visit, 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 visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Records of staff training with particular reference to safeguarding
- Code of conduct for staff
- Whistleblowing policy
- Staff recruitment policy
- Staff recruitment checklist
- Single central register of appointments
- Minutes of the governing body relating to the annual safeguarding review
- Minutes of the governing body relating to the action points of the previous inspection

Meetings with school personnel

- Introductory meeting with head – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit
- Meeting with the DSL – to discuss implementation of the safeguarding policy, training and induction of new staff
- Meeting with the staff responsible for carrying out staff recruitment checks – to review the school's recruitment procedures, to scrutinise the single central register of appointments and to check staff recruitment files

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Interviews with pupils in the junior and in the senior parts of the school chosen by inspectors
- Interviews with members of staff in both parts of the school chosen by inspectors
- Interview with the chair of governors
- Meeting of inspectors to discuss findings
- Brief oral feedback to the headmaster, the head of the junior school, and the chair of governors