



**ISI** Independent  
Schools  
Inspectorate

**Regulatory Compliance Inspection Report  
For Schools with Residential Provision**

**Cheam School**

**November 2018**



## Contents

|  |          |
|--|----------|
| <b>Contents</b>  | <b>2</b> |
| <b>School's Details</b>  | <b>3</b> |
| <b>1. Background Information</b>                                     | <b>4</b> |
| About the school   | 4        |
| What the school seeks to do  | 4        |
| About the pupils   | 4        |
| <b>2. Regulatory Compliance Inspection</b>                           | <b>5</b> |
| Preface  | 5        |
| Key findings   | 6        |
| PART 1 – Quality of education provided                               | 6        |
| PART 2 – Spiritual, moral, social and cultural development of pupils | 6        |
| PART 3 – Welfare, health and safety of pupils                        | 6        |
| PART 4 – Suitability of staff, supply staff, and proprietors         | 6        |
| PART 5 – Premises of and accommodation at schools                    | 7        |
| PART 6 – Provision of information                                    | 7        |
| PART 7 – Manner in which complaints are handled                      | 7        |
| PART 8 – Quality of leadership in and management of schools          | 7        |
| <b>3. Inspection Evidence</b>  | <b>8</b> |

### School's Details

|                                  |   |     |                        |     |
|----------------------------------|---|-----|------------------------|-----|
| <b>School</b>                    | Cheam School                                |     |                        |     |
| <b>DfE number</b>                | 850/6006                                    |     |                        |     |
| <b>Registered charity number</b> | 290143                                      |     |                        |     |
| <b>Address</b>                   | Headley<br>Newbury<br>Berkshire<br>RG19 8LD |     |                        |     |
| <b>Telephone number</b>          | 01635 268242                                |     |                        |     |
| <b>Email address</b>             | office@cheamschool.co.uk                    |     |                        |     |
| <b>Headmaster</b>                | Mr Martin Harris                            |     |                        |     |
| <b>Chair of governors</b>        | Mr Richard Marsh                            |     |                        |     |
| <b>Age range</b>                 | 3 to 13                                     |     |                        |     |
| <b>Number of pupils on roll</b>  | 390   |     |                        |     |
|                                  | <b>Boys</b>                                 | 202 | <b>Girls</b>           | 188 |
|                                  | <b>Day pupils</b>                           | 313 | <b>Weekly boarders</b> | 77  |
|                                  | <b>EYFS</b>                                 | 28  | <b>Pre-prep</b>        | 57  |
|                                  | <b>Prep</b>                                 | 305 |                        |     |
| <b>Inspection dates</b>          | 7 to 8 November 2018                        |     |                        |     |

## **1. Background Information**

### **About the school**

- 1.1 Cheam School is a co-educational day and boarding school for pupils aged from three to thirteen years. Founded in 1645 in Cheam, Surrey, the school relocated to its present 103-acre site in Headley in Berkshire in 1934. The school is a charitable trust whose governors act as directors of the company. The current headmaster has been in post since September 2016. Since the previous inspection, two new classrooms and an all-weather pitch have been built. The head of early years and a newly appointed deputy head academic, have joined the leadership team.

### **What the school seeks to do**

- 1.2 The school, working in partnership with parents and the surrounding community, aims to strive for excellence within a happy and enriching learning environment in which individual differences are respected and self-esteem fostered to provide a sound foundation for the future. The school's motto, 'Omnia Caritate', reflects its Christian ethos and the commitment to be charitable in all things.

### **About the pupils**

- 1.3 The majority of pupils live within a 30-mile radius of the school. They come from professional and business backgrounds and are mainly of white British origin. Nationally standardised test data provided by the school indicates that the ability of the pupils is above average. The school has identified 28 pupils as having special educational needs and/or disabilities of whom 23 receive specialist support for a range of learning difficulties. Nine pupils have English as an additional language, but none require additional support. No pupil in the school has a statement of special educational needs or an education, health and care plan. More able pupils are provided with enrichment programmes for sport, music, drama, art, and design technology. Gifted and talented pupils may be selected for additional mathematics and literacy challenges.

## 2. Regulatory Compliance Inspection

### Preface

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards ('the standards') in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. The inspection of schools that have early years settings not requiring registration similarly records whether the school complies with key provisions of the Early Years Foundation Stage statutory framework, and for registered settings the full range of the Early Years Foundation Stage provisions is considered. Additionally, the inspection reports on the school's accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school's most recent statutory inspection.

This inspection also contains specific judgements on the National Minimum Standards for Boarding Schools ('boarding NMS'). It also comments on the progress made by the school in meeting the compliance action points set out in the most recent statutory boarding inspection and it judges the extent to which the school currently meets the boarding NMS. It identifies any standards which the school does not meet and requires action to meet them. Findings are distributed across sections relating to the eight Parts of the standards.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework and DfE requirements. The inspection may be of COMPLIANCE ONLY or a combined inspection of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards, including the boarding NMS, may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any unmet standards identified at their previous inspection.

The inspection was also carried out under the arrangements of the ISC Associations for the maintenance and improvement of the quality of their membership.

**This is a COMPLIANCE ONLY inspection and as such reports only on the school's compliance with the standards, including the boarding NMS.** The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

Inspections do not include matters that are outside of the regulatory framework described above, such as: an exhaustive health and safety audit; compliance with data protection requirements; an in-depth examination of the structural condition of the school, its services or other physical features; contractual arrangements with parents; an investigation of the financial viability of the school or its accounting procedures.

Inspectors may be aware of individual safeguarding concerns, allegations and complaints as part of the inspection process. Such matters will not usually be referred to specifically in published reports in this document but will have been considered by the team in reaching its judgements.

Links to the full regulations and requirements can be found here: [The Education \(Independent School Standards\) Regulations 2014](#), [National Minimum Standards for Boarding Schools](#), [Early Years Foundation Stage Statutory Framework](#).

## Key findings

- 2.1 The school meets the standards in the schedule to the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding Schools 2015, and relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements, and no further action is required as a result of this inspection.

### **PART 1 – Quality of education provided**

- 2.2 The school uses its own framework to determine attainment, instead of the national framework.
- 2.3 The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is in place.
- 2.4 **The standards relating to the quality of education [paragraphs 1–4] are met.**

### **PART 2 – Spiritual, moral, social and cultural development of pupils**

- 2.5 Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens. Boarders' views are actively encouraged, and their opinions and concerns are appropriately considered by staff. Any prefect system operating in the school is suitably managed.
- 2.6 **The standard relating to spiritual, moral, social and cultural development [paragraph 5] and NMS 17 and 19 are met.**

### **PART 3 – Welfare, health and safety of pupils**

- 2.7 Arrangements are made to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance; good behaviour is promoted; bullying is prevented so far as reasonably practicable; health and safety requirements are met, including those relating to fire safety; provision is made for first aid. Pupils are properly supervised; admission and attendance registers are maintained, as required, and there is a strategic approach to risk assessment. A disability access plan is in place.
- 2.8 An appropriate induction process for pupils new to boarding is implemented, and suitable provision is made for boarders' medical and health care, their food and drink and for managing boarders' laundry and possessions. Boarders have suitable contact with friends and family and access to a programme of activities. Boarding staff are appropriately trained and deployed.
- 2.9 **The standards relating to welfare, health and safety [paragraphs 6–16], the requirement of Schedule 10 of the Equality Act 2010, the ban on corporal punishment under section 548 of the Education Act 1996, and NMS 2–4, 6–12, 15 and 16 are met.**

### **PART 4 – Suitability of staff, supply staff, and proprietors**

- 2.10 The school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors and a register is kept as required. Visitors to boarding accommodation are appropriately supervised.
- 2.11 **The standards relating to the suitability of those in contact with pupils at the school [paragraphs 17–21] and NMS 14 are met.**

## **PART 5 – Premises of and accommodation at schools**

- 2.12 Suitable toilet and changing facilities, and showering facilities where required by the standard, and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play. Boarding accommodation is adequate for the needs of all boarders, and safeguards and promotes their welfare.
- 2.13 The standards relating to the premises and accommodation [paragraphs 22–31] and NMS 5 are met.**

## **PART 6 – Provision of information**

- 2.14 A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for any with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website. A suitable statement of boarding principles and practice is published by the school.
- 2.15 The standard relating to the provision of information [paragraph 32] and statement of boarding principles [NMS 1] are met.**

## **PART 7 – Manner in which complaints are handled**

- 2.16 Parental complaints, if any, are handled effectively through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear time scales, and at the third stage the panel can make findings and recommendations which are communicated to the complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful, and identifying those relating to the boarding provision.
- 2.17 The standard relating to the handling of complaints [paragraph 33] and NMS 18 are met.**

## **PART 8 – Quality of leadership in and management of schools**

- 2.18 The proprietor ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils. Appropriate leadership and management of boarding ensure that the required policies and records are maintained and effectively monitored.
- 2.19 The standard relating to leadership and management of the school [paragraph 34] and NMS 13 are met.**

### 3. Inspection Evidence

- 3.1 The inspectors observed lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with members of staff and with the chair of governors, observed a sample of the extra-curricular activities that occurred during the inspection period, and attended assemblies. Inspectors visited boarding houses and the facilities for the youngest pupils, together with the learning support and educational resource areas. The responses of parents, staff and pupils to pre-inspection questionnaires were analysed, and the inspectors examined curriculum and other documentation made available by the school.

#### Inspectors

|                      |   |
|----------------------|---|
| Mrs Gillian Bilbo    | Reporting inspector                                   |
| Mrs Shirley Drummond | Compliance team inspector (Head, ISC school)          |
| Mr Jeffrey Shipway   | Team inspector for boarding (Deputy head, ISA school) |