



ISI Independent
Schools
Inspectorate

Report for a Material Change Visit

Hurstpierpoint College

June 2022

School's details

College	Hurstpierpoint College			
DfE number	938/6206			
Registered charity number	1076498			
Address	Hurstpierpoint College College Lane Hurstpierpoint Hassocks West Sussex BN6 9JS			
Telephone number	01273 833636			
Email address	info@hppc.co.uk			
Headmaster	Mr Tim Manly			
Proprietor	Hurstpierpoint College Ltd			
Age range	4 to 18			
Number of pupils on roll	1278			
	Day pupils	844	Boarders	434
	EYFS	16	Juniors	351
	Seniors	552	Sixth Form	359
Date of visit	27 June 2022			

1. Introduction

Characteristics of the school

- 1.1 Hurstpierpoint College is an independent co-educational day and boarding school situated in Hurstpierpoint, Hassocks. It is overseen by a board of governors who represent the proprietary body. There are six single-sex boarding houses and a mixed hall of residence for upper sixth form pupils, all situated on the main school site. Pupils can board from the age of 11. There are 293 pupils at the school who have special educational needs and/or disabilities (SEND), of whom one has an education, health and care (EHC) plan. Forty-eight pupils speak English as an additional language (EAL). The school's previous inspection was an inspection of educational quality together with a focused compliance inspection which took place on 30 April to 2 May 2019. This was followed by a material change remote review which took place on 4 to 6 May 2021.

Purpose of the visit

- 1.2 This was an announced material change visit at the request of the Department for Education (DfE) to assess the school's proposal to increase its capacity from 1,295 to 1,355 pupils from September 2022, the increase focused principally in Years 9 to 11. The visit focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2015 and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 11	Met
Part 3, paragraph 11 (health and safety); NMS 6	Met
Part 3, paragraph 12 (fire safety); NMS 7	Met
Part 3, paragraph 14 (supervision of pupils); NMS 15	Met
Part 3, paragraph 16 (risk assessment); NMS 6	Met
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors); NMS 14	Met
Part 5, paragraphs 23–30 (premises and accommodation); NMS 5	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (quality of leadership and management); NMS 13	Met
NMS 3 (boarders' health and well-being)	Met
NMS 8 (provision and preparation of food and drinks)	Met
NMS 9 (boarders' possessions)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11]

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 standards.
- 2.4 The school implements its safeguarding arrangements effectively and acts in the best interests of the child. Leaders and staff provide appropriate mechanisms for pupils to share any worries or concerns, and pupils said that there is always someone that they can talk to at school. When pupils share concerns the school ensures that suitable action is taken. The designated safeguarding lead (DSL) and deputies ensure that they and all other staff are appropriately trained. Staff understand the different types of abuse, including child-on-child abuse and the particular vulnerabilities of pupils with SEND to this. Staff fulfil their safeguarding responsibilities effectively. They also understand the procedures to follow should a pupil make a disclosure or if a safeguarding concern is raised about another member of staff, the headmaster or another adult engaged with pupils at the school. Staff who spoke to the inspector voiced confidence in using the school's whistleblowing procedures should the need arise. Scrutiny of safeguarding records confirms that the school acts in accordance with locally agreed inter-agency procedures, including with regard to child-on-child abuse, sexual harassment or sexual violence, and allegations against staff. Safeguarding records also confirm that the school supports pupils appropriately, including those affected by child-on-child abuse, whether as victims or perpetrators. The school liaises with the LADO and other safeguarding partners appropriately. The school teaches pupils how to keep themselves safe, including when online, and protects them through appropriate filtering and monitoring to ensure online safety. It implements effective recruitment procedures. Governors monitor the safeguarding policy and procedures regularly and effectively. The safeguarding team provides sufficient cover for the whole school, including the EYFS, the sixth form and boarding. The team have sufficient capacity to provide cover for the proposed increase in the maximum number of pupils.

Boarders' health and well-being [NMS 3]

- 2.5 The school meets the standard.
- 2.6 The school promotes the mental health and emotional well-being of pupils effectively. Appropriate arrangements are in place for the storage and administration of medication and first aid. Arrangements for any self-medication are suitable. The school implements effectively its policy to care for boarders with particular medical conditions. There are sufficient qualified nurses and other staff trained in first aid to cater for the boarders' needs. The school provides a suitable medical centre which is available to boarders during boarding hours as well as the school day. Boarders have appropriate access to external medical services.

Provision and preparation of food and drinks [NMS 8]

- 2.7 The school meets the standard.

- 2.8 Scrutiny of school menus confirms that boarders, including those with particular dietary requirements for medical or religious reasons, are provided with a suitable choice of appropriately varied and nutritious meals. The school takes appropriate procedures to ensure the safety of pupils with allergens and any food intolerances. Pupils have the opportunity to give the school feedback about the food offered. These arrangements are likely to remain suitable once the proposed material change takes place.

Boarders' possessions [NMS 9]

- 2.9 The school meets the standard.
- 2.10 The school provides boarders with suitable laundry provision and access to personal and stationery items. All boarders have a lockable drawer in which to store personal possessions. The school does not cater for full boarders, so valuables such as passports are unlikely to need to be stored at the school. These arrangements are likely to remain suitable once the proposed material change takes place.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; NMS 6]

- 2.11 The school meets the standards.
- 2.12 The school implements an appropriate health and safety policy effectively. Health and safety responsibilities are clearly delineated. The school takes systematic action to ensure that all required checks and maintenance are completed regularly and when required. Staff receive health and safety training as part of induction and understand the procedures to follow to remedy any health and safety concerns. Hazardous materials are stored safely and appropriately. Leaders and governors monitor the effectiveness of health and safety arrangements regularly and effectively. Current health and safety arrangements are likely to remain suitable once the proposed material change takes place.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12; NMS 7]

- 2.13 The school meets the standards.
- 2.14 The school implements effective fire safety procedures as identified in its policy. It ensures that all buildings are subject to an up-to-date and regularly reviewed fire risk assessment. Leaders ensure that appropriate actions are taken as required in response to the fire risk assessments. Staff, including the fire actions response team, are suitably trained. The school carries out fire evacuation drills at least termly, including during boarding time. The school checks and maintains fire alarms, fire-fighting equipment and fire safety equipment appropriately. Current fire safety arrangements are likely to remain suitable once the proposed material change takes place.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; NMS 15]

- 2.15 The school meets the standards.
- 2.16 The school ensures that pupils, including EYFS children and boarders, are appropriately supervised. Scrutiny of supervision arrangements confirms that an appropriate number of staff supervise pupils during the school day and in boarding time. Boarding staff receive appropriate training about their responsibilities as part of their induction. Pupils who spoke to the inspector confirmed that there was always a member of staff available should they require support, including at night. Scrutiny of the single central register of appointments (SCR) confirms that the school currently employs sufficient staff to be able to supervise effectively the proposed maximum number of pupils.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; NMS 6]

- 2.17 The school meets the standards.
- 2.18 The school implements a suitable written risk assessment policy effectively. Risk assessments seen confirm that the school identifies potential risks and takes appropriate action to minimise these. The school takes suitable steps to ensure the safety of pupils when engaging in out-of-school activities. The school also implements appropriate risk assessments related to pupils' well-being and safety with regard to any safeguarding or welfare concerns that might exist. Current risk assessment arrangements are likely to remain suitable once the proposed material change takes place.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 14]

- 2.19 The school meets the standards.
- 2.20 The school carries out all required pre-employment checks on staff, supply staff and proprietors. It records these checks appropriately in a suitably maintained SCR.

Premises and accommodation [ISSR Part 5, paragraphs 23–30; NMS 5]

- 2.21 The school meets the standards.
- 2.22 The school provides suitable and sufficient toilet, washing, showering and changing facilities separate from boarding provision. The medical centre provides appropriate accommodation for pupils' medical needs, including those of boarders. There is adequate provision of lighting and water across the school site. The school occupies a large site and contains appropriate outdoor space for pupils' physical education and play. Boarding provision includes suitable sleeping, bathroom and living accommodation. Male and female boarders are accommodated in suitably separate areas. Bedding is clean and rooms allow for personification. The premises and accommodation, including boarding accommodation, are kept clean, appropriately lit and heated, and well maintained. The premises and accommodation, including in boarding, have sufficient capacity to cater for the proposed increase in the maximum number of pupils.

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

- 2.23 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; NMS 13]

- 2.24 The school meets the standards.
- 2.25 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. School leaders and governors have planned effectively for the proposed material change. They have ensured that the premises and accommodation and levels of staffing, including of the safeguarding team, are suitable and sufficient to cater for the proposed maximum number of pupils.

3. Recommendation with regard to material change request

- 3.1 The school has sufficient staffing and capacity to cater for the proposed increase in the maximum number of pupils. Therefore, it is recommended that the school's proposal, to increase capacity from 1,295 to 1,355 from September 2022, be approved.

4. Summary of evidence

- 4.1 The inspector held discussions with the headmaster, senior leaders and other members of staff and met virtually with the chair of governors. He visited different areas of the school and talked with groups of pupils. The inspector scrutinised a range of documentation, records and policies.