



ISI Independent
Schools
Inspectorate

**REGULATORY COMPLIANCE INSPECTION REPORT
FOR SCHOOLS WITH RESIDENTIAL PROVISION**

PANGBOURNE COLLEGE

JANUARY 2018



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SCHOOL'S DETAILS

College	Pangbourne College			
DfE number	869/6005			
Registered charity number	309096			
Address	Pangbourne College Pangbourne Reading Berkshire RG8 8LA			
Telephone number	01189 842101			
Email address	registrar@pangbourne.com			
Headmaster	Mr Thomas Garnier			
Chair of governors	Rear Admiral Roger Lane-Nott CB			
Age range	11 to 18			
Number of pupils on roll	426			
	Boys	275	Girls	151
	Day pupils	188	Boarders	238
	Seniors	293	Sixth Form	133
Inspection dates	24 to 25 January 2018			

1. BACKGROUND INFORMATION

About the school

- 1.1 Pangbourne College is an independent day and boarding school for boys and girls aged between 11 and 18. It was originally founded as a nautical college in 1917 by the Devitt and Moore Shipping Company and still occupies the same site. Since the last inspection, the college has invested in the all-weather pitch, IT and refurbished classrooms, dining facilities and improvements to the boys' boarding houses.
- 1.2 The college is a registered charity and is administered by a board of governors, who have a suitable range of skills in its membership.
- 1.3 The college is divided into two sections: the junior department for pupils aged 11 to 13 years and a senior department for pupils from the ages of 13 to 18 years.

What the school seeks to do

- 1.4 The college aims, through a Christian ethos, to develop the academic potential of its pupils and their teamwork, leadership, self-discipline and service. It intends that its seven 'Flag Values' of kindness, selflessness, moral courage, initiative, industry, resilience and integrity, provide a foundation for pupils in adulthood.

About the pupils

- 1.5 Pupils come from a range of professional and business backgrounds, mostly from Berkshire, London and surrounding counties, with a few originating from overseas. Nationally standardised test data provided by the college indicate that the ability of senior pupils is above average and that of pupils in the sixth form is broadly average. The college has identified 193 pupils as having special educational needs and / or disabilities (SEND), which include dyslexia and dyspraxia, 55 of whom receive additional specialist help. One pupil has an education, health and care plan. English is an additional language (EAL) for 41 pupils, 11 of whom receive additional support for their English. Data used by the college has identified 62 pupils as being the most able in the college's population and for 31 other pupils because of their special talents in design and technology, sport, music, art and drama.

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. 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 un-met 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](#).

Key findings

- 2.1 The school meets almost all of the required standards in the schedule to the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding Schools 2015 and associated requirements. In order to meet all the standards, the school should take immediate action to remedy the deficiency as detailed below.

PART 1 – Quality of education provided

- 2.2 Where data is available for 2014 and 2016, results in GCSE examinations have been above the national average for maintained schools.
- 2.3 Where data is available for 2014 and 2016, results in A-level examinations were in-line with the national average for sixth formers in maintained schools.
- 2.4 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.
- 2.5 **The standards relating to the quality of education [paragraphs 1–4] are met.**

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

- 2.6 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.
- 2.7 **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

- 2.8 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.
- 2.9 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. The school makes appropriate arrangements to provide long-term lodgings for some boarders.
- 2.10 Arrangements to safeguard and promote the welfare of pupils do not pay due regard to current statutory guidance because the school has not ensured that the checks regarding prohibition from teaching have been attained for peripatetic staff prior to appointment. The standard on Child Protection (NMS 11) is not met and represents a failure to safeguard boarders.
- 2.11 **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, 6-10, 12, 15, 16 and 20 are met but those in paragraphs 7 and 8 and NMS 11 [safeguarding] are not met.**

Action point 1

- **the school must ensure that it conducts the prohibition from teaching checks for peripatetic staff prior to appointment in accordance with statutory guidance. [Part 3, paragraphs 7(a) and (b) and 8(a) and (b) and NMS 11].**

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

- 2.12 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 and the school's arrangements for guardianship are suitably managed.
- 2.13 **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

- 2.14 Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical 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.
- 2.15 **The standards relating to the premises and accommodation [paragraphs 22–31] and NMS 5 are met.**

PART 6 – Provision of information

- 2.16 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 those 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, and its results in public examinations, 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.
- 2.17 **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

- 2.18 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.
- 2.19 **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

- 2.20 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.
- 2.21 **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 vice-chair of governors, observed a sample of the extra-curricular activities that occurred during the inspection period, attended house registrations, room inspections and an assembly. Inspectors visited boarding houses and the learning support and educational resource areas. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined curriculum and other documentation made available by the school.

Inspectors

Mr Geoffrey Charles Marston	Reporting inspector
Mr William Hawkes	Compliance team inspector (Bursar, ISBA school)
Mr Timothy Bayley	Team inspector for boarding (Headmaster, SofH school)
Mrs Angela Drew	Team inspector for boarding (Headmistress, HMC school)