



ISI Independent
Schools
Inspectorate

Additional Inspection Report

Sheffield High School for Girls

June 2023

School's details

School name	Sheffield High School for Girls			
DfE number	373/6021			
Registered charity number	306983			
Address	Sheffield High School for Girls 10 Rutland Park Sheffield South Yorkshire S10 2PE			
Telephone number	0114 2660324			
Email address	enquiries@she.gdst.net			
Headteacher	Mrs Nina Gunson			
Chair of governors	Mr Jon Dunn			
Proprietor	The Girls' Day School Trust (GDST)			
Age Range	4 to 18			
Number of pupils on roll	785			
	EYFS	43	Juniors	127
	Seniors	449	Sixth Form	166
Date of inspection	30 June 2023			

1. Introduction

Characteristics of the school

- 1.1 Sheffield High School for Girls is an independent day school registered for female pupils. It is located in the Broomhill area of Sheffield. It is one of a group of schools administered by GDST and is overseen by trustees and executive officers of GDST, assisted by a local governing body. The school consists of four sections: infants for pupils aged 4 to 7 years; juniors for pupils aged 7 to 11; seniors for pupils aged 11 to 16; and sixth form for those aged 16 to 18. The school has 150 pupils who require support for special educational needs and/or disabilities (SEND). Two pupils have an education, health and care plan and 115 speak English as an additional language. The school's previous inspection was an inspection of educational quality and compliance on 28 September to 1 October 2021.

Purpose of the inspection

- 1.2 This was an unannounced additional inspection at the request of the Department for Education (DfE) which focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework. The focus of the inspection was in the senior and sixth-form sections of the school.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 9 (behaviour)	Met
Part 3, paragraph 10 (bullying)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and the proprietor)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 7, paragraph 33 (complaints procedure)	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 implements its policy effectively to ensure the safeguarding of the pupils. Leaders take appropriate and prompt action when concerns are reported about the behaviour of adults working in the school, including liaison with external agencies and referral to statutory bodies as required. Staff interviewed demonstrated a strong awareness of the staff code of conduct and the need to report or self-report in line with the school's policy for the management of low-level concerns. Staff interviewed were confident that they could report a case of staff bullying to senior leaders and that this would be dealt with effectively and professionally. They were aware of the whistleblowing policy and how to use it if needed. Supervision arrangements for residential trips have recently been reviewed and adapted so as to ensure they provide effective support and guidance for staff in adhering to the school's expectations of professional behaviour in these circumstances. Staff have received thorough training in how to use the school's information management systems. Those interviewed demonstrated a suitable level of understanding of their use in triangulating pastoral, behavioural and safeguarding concerns and awareness of the vulnerability of any individual pupil.
- 2.5 Pupils are confident that there are adults in school with whom they can share their concerns, that they receive a response when they raise concerns, and that action is taken where needed. Adults understand their responsibilities in reporting and recording concerns about pupils and about other adults working in the school. Records show that staff are conscientious in reporting and recording low level and more serious concerns about pupils in appropriate detail. They confirm that action is taken and that the school liaises with the local area designated officer and parents when required. Staff are prepared to refer themselves in terms of reporting a low-level concern where they feel that an action could be misinterpreted. A suitable Prevent strategy is in place. Concerns relating to alleged child-on-child abuse are handled appropriately. The school recognises and provides for the vulnerability of pupils with SEND, and concerns relating to pupils' mental health are handled with appropriate sensitivity. Pupils are taught about how to stay safe, including when online, and about how to maintain healthy relationships, including with adults. Staff, including those in leadership roles, are suitably trained, as are those with proprietorial responsibilities.
- 2.6 The proprietor maintains suitably close oversight of safeguarding in the school, including through an annual review of policy and practice. Senior leaders respond effectively to safeguarding concerns which arise. They undertake appropriate review and adapt policy and practice in the light of such cases. Such reviews involve the proprietor. Consequent steps in recent cases have included additional individual and school-wide staff training to reinforce understanding of the school's expectations of professional conduct and the consequences of a failure to meet these.

Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9]

- 2.7 The school meets the standard.

- 2.8 The school promotes good behaviour through the drawing up and implementation of an effective behaviour policy. Staff are well trained in how to respond to and record instances of poor pupil behaviour. Related safeguarding concerns are quickly identified and shared with other staff members as appropriate and in accordance with the pupils' needs.

Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10]

- 2.9 The school meets the standard.
- 2.10 The school prevents bullying as far as reasonably practicable through the drawing up and implementation of an effective anti-bullying policy. The school's anti-bullying policy is effective insofar as bullying incidents are rare. Those which do occur are considered in a safeguarding light and identified as such when appropriate.

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

- 2.11 The school meets the standard.
- 2.12 The school assesses the risks associated with the safeguarding of pupils in the school diligently. This includes the risks associated with child protection concerns and the recruitment of staff.

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

- 2.13 The school meets the standards.
- 2.14 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors and a register is kept as required.

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

- 2.15 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.

Manner in which complaints are handled [ISSR Part 7, paragraph 33]

- 2.16 The school meets the standard.
- 2.17 The school implements an effective policy for recording and responding to parental complaints that is compliant with the relevant regulatory standards.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.18 The school meets the standard.
- 2.19 School leaders and managers demonstrate good skills and knowledge so that the independent school standards are met consistently and the wellbeing of the pupils is actively promoted.

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 requirements of the Early Years Statutory Framework, 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 representative of the governing body. They talked with groups of pupils and scrutinised a range of documentation, records and policies.

Inspectors

Mrs Karen Williams

Reporting inspector

Mr Nigel Lashbrook

Assistant reporting inspector