

Trinity School and College

10–13 New Road, Rochester, Kent ME1 1BG

Inspection date

29 March 2022

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7–7(c), 11–13, 16–16(c)

- The school's written safeguarding, health and safety, first-aid and risk assessment policies are accessible via the website and are fit for purpose. Leaders diligently ensure that all policies are compliant and updated in a timely manner. The school's fire-safety policy and supporting documents are also available and up to date.
- Arrangements to ensure pupils' welfare and health and safety are effective. Leaders regularly monitor risk assessments of the school's premises and equipment, as well as a range of compliance checks. The premises operations manager and his team also carry out a range of checks and take immediate action to reduce even the slightest risks if any are identified by staff or pupils.
- Staff have received appropriate training and know what to do to keep pupils safe. Leaders provide staff with prompt information about any changes to risk assessments and policies. This helps all staff, including those who are new to their roles, to fulfil their duties safely and successfully.
- Leaders understand the context of their school clearly. Their oversight of how well risk assessments support pupils' welfare is robust. Individual risk assessments for pupils include precise information about the activities in which pupils engage, whether on- or off site. Documents show a thoughtful, pupil-centred approach to identifying and mitigating all relevant risks.
- There is a strong culture of safeguarding and monitoring of pupils' welfare and safety. Pupils who spoke to the inspector told her that they feel safe and happy here. They trust that staff will help them deal with any concerns they may have and are confident that staff will quickly deal with any incidents.
- Leaders make sure that fire-safety procedures are effective. Staff are well informed and receive regular training. Each classroom has a list of the designated staff fire marshals and first aiders. The fire-safety equipment is serviced regularly. Staff and pupils know how to respond in the event of a fire. The school has appropriate fire

signage, working emergency lighting and a clear plan of evacuation that is displayed in all rooms. Fire extinguishers are stored appropriately and serviced regularly.

- Leaders ensure that first aid is administered in a timely manner. They make sure that all staff are trained to provide first aid. Pupils know what to do and whom to report to if they have an accident. Record-keeping is appropriate, informing parents and carers of any incidents.
- The single central record of checks on adults is maintained correctly. All the required checks are recorded. Leaders have attended training about safer recruitment. They have also ensured that key staff are qualified to carry out additional safeguarding responsibilities.
- Pupils learn about keeping safe in a number of ways. They know well what to do to keep safe when online and in the case of a fire. Pupils learn how to look after their physical, emotional and mental health. Pupils told the inspector that staff teach them 'strategies' to become more confident about dealing with difficult or overwhelming situations.
- The independent school standards (the standards) reviewed in part 3 are met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(b), 25

- Leaders ensure that all resources, equipment and general facilities at the school are of a high standard. As with the rest of the building, the toilets are clean and well maintained. There are suitable changing facilities on both sites. Pupils can choose to use the separate or unisex toilet facilities. Pupils at both the school and the college site told the inspector that they feel comfortable using unisex toilets and that they are especially pleased with the gender-neutral toilet facilities. Pupils are proud of their school's facilities.
- Both the college and school site are well furnished with designated specialist classrooms and other teaching areas, including the salon, media, kitchen and music rooms. Classrooms are spacious and well ventilated, and pupils have easy access to drinking water.
- The standards reviewed in part 5 are met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1)–34(1)(c)

- The proprietor body and school leaders show expert knowledge and understanding of the independent school standards. They have ensured that all the standards that were inspected continue to be met.
- Leaders and the proprietor oversee the work of staff well. Staff give pupils a high degree of support. The interim executive headteacher, the interim headteacher, the compliance director, the head of college and the deputy headteacher are experienced school leaders. As a group, they have an excellent understanding of how to meet the needs of the pupils in the school.

- A skilled and knowledgeable governing body is in place to hold senior leaders to account. Senior leaders present information to governors on a termly basis. Governors also carry out site visits on a regular basis to collect first-hand information about the quality of education the school provides and safeguarding. The chair of governors has a secure understanding of the standards and the necessary knowledge and expertise to carry out his role effectively.
- The proprietor has put in place suitable policies and procedures that promote pupils' and staff's well-being and safety. The premises are well maintained and fit for purpose.
- Leaders have ensured that the standards in part 8 continue to be met.

Compliance with regulatory requirements

The school meets the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	132097
DfE registration number	887/6006
Inspection number	10220989

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent special school
School status	Independent school
Age range of pupils	6 to 25
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	195
Of which, number on roll in sixth form	87
Number of part-time pupils	0
Proprietor	Cavendish Education Ltd
Chair	Simon Coles
Headteacher	Ms Joanne Baker (Interim Headteacher)
Annual fees	£42,900
Telephone number	01634 812 233
Website	www.trinityschoolrochester.co.uk
Email address	office@trinityschoolrochester.co.uk
Date of previous standard inspection	7 to 9 January 2020

Information about this school

- Trinity School and College is an independent special school that caters for pupils with autism spectrum disorder. Many pupils also have additional learning difficulties, such as anxiety, dyslexia, dyspraxia and associated speech, language and communication difficulties.

- The school is governed by a board of directors, which includes the chair of the board of Cavendish Education Ltd.
- The school's day-to-day leadership is provided by an interim headteacher, the head of school and the head of college, with oversight provided by an interim executive principal.
- Nearly all pupils have an education, health and care plan.
- The school and college buildings are situated on two different premises that are relatively close to each other and on the same road in Rochester, Kent.
- The 'school' building caters for primary- and secondary-aged pupils. The 'college' building caters mainly for post-16 students, including students aged over 19.
- The school's most recent standard inspection was in January 2020.
- The school does not currently use alternative provision.

Information about this inspection

- This was an emergency inspection carried out under section 109(1) and (2) of the Education and Skills Act 2008. The inspection was commissioned by the Department for Education as a result of an anonymous complaint about risk assessments and pupil welfare. The inspection was carried out with no notice.
- The inspector checked the school's compliance with some independent school standards relating to the welfare and health and safety of pupils, the premises and accommodation at the school, and the quality of leadership and management.
- Not all of the independent school standards and associated requirements were checked during this inspection.
- The inspector held meetings with the deputy headteacher, the head of college, the interim headteacher, the interim executive headteacher, the designated safeguarding lead, the school's human resources manager, the premises operations manager and senior staff. She also met online with the proprietor and the group's managing director, who is also the chair of governors.
- The inspector met with pupils and staff. She spoke to pupils formally and informally during breaktimes.
- The inspector checked a range of policies, risk assessments and documents, including the school's single central record. She also reviewed the school's website and other records regarding the welfare and health and safety of pupils and staff.

Inspection team

Shazia Akram, lead inspector

Her Majesty's Inspector

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