

# Oxford International College

1–5 London Place, Oxford OX4 1BD

## Inspection dates

26 July and 7 September 2022

### Overall outcome

**The school meets the independent school standards relevant to the material change.**

**The material change has already been implemented.**

### Boarding provision outcome

**The school meets the national minimum standards relevant to the material change.**

**The material change has already been implemented.**

## Main inspection findings

### Part 3. Welfare, health and safety of pupils

#### *Paragraphs 7–7(b), 32(1) and 32(1)(c)*

- The safeguarding policy is compliant with current guidelines and published on the school's website. Safeguarding of students is the first priority of leaders and staff. Staff have undertaken training at an appropriate level to their degree of responsibility. This includes the school's designated safeguarding leads.
- Staff are regularly updated on their responsibility to safeguard students. Their training is ongoing. Most is face to face and covers issues related to students' life in school and in the local community.
- Recent training provided staff with updated information on threats faced by students when online or using social media, including online gaming. Staff are also aware and alert to the potential risks faced by students of experiencing sexual harassment or violence.
- Leaders demonstrate a good knowledge of individual students' needs. Meetings between education and pastoral staff, including leaders from the school's boarding provision, are regular.
- Staff constantly assess students who may be on the threshold of becoming a concern. Leaders are aware that more students need support with aspects such as mental health since COVID-19 became part of everyday life.

#### *Paragraphs 11, 12, 14 and 16–16(b)*

- Leaders and directors take the welfare, health and safety of students and staff seriously. Policies are up to date and fit for purpose. Key leaders are knowledgeable

about their roles and responsibilities regarding health and safety in the school environment.

- The school employs specialist staff to oversee health and safety. Additional support is provided by external companies or consultants to ensure aspects such as legionella checks, or fire risk assessments are carried out effectively.
- Procedures such as maintenance of fire alarm systems and fire extinguishers are also carried out by external specialists. Additional work by external contractors to build science laboratories on the new school site has been approved by the local authority and assessed to be compliant with current building regulations.
- A risk assessment policy is in place. A wide range of risk assessments are used to cover the many areas of the school's work, including for external educational visits and the use of the science laboratories or kitchens, for instance.
- The school was not operating with students and staff present during the education element of this inspection. However, leaders were able to demonstrate that the number, experience and expertise of staff are adequate to facilitate the safe supervision of students.
- The school meets all aspects of the independent school standards in part 3 that were reviewed during this inspection.

#### Part 4. Suitability of staff, supply staff, and proprietors

*Paragraphs 18(2)–18(3), 19(2)–19(3), 20(6)–20(6)(c), 21(1)–21(3)(b), 21(5)–21(6), 21(7)(a) and 21(7)(b)*

- Leaders fully understand the checks that need to be made to ensure that staff, directors and other adults in the college are suitable to work with students. Key leaders have undertaken safer recruitment training.
- The single central record of checks on adults is compliant with current guidelines. Leaders and support staff who maintain and oversee the record are knowledgeable about the checks that need to be made.
- Processes to recruit new staff are sound, although a recommendation has been made regarding record-keeping linked to the social care aspect of recruitment of staff. All appropriate checks, including taking references, are completed in a timely manner.
- The school meets all aspects of the relevant independent school standards in part 4.

#### Part 5. Premises of and accommodation at schools

*Paragraphs 23(1)–24(1)(b), 24(2), 25–29(1)(b) and 30*

- The new additional accommodation for the college's education provision is situated in the middle of Oxford city centre. The building is situated over two floors adjacent to retail establishments and with private accommodation above. The school has its own controlled access to its premises.
- A medical room is available for medical examination and treatment of students if required. The school does not cater for students with complex needs.
- Toilet facilities are available on both floors of the newly acquired accommodation. These include separate facilities for students and staff, as well as accessible toilet

facilities if required. Washing facilities are appropriate with an adequate supply of hot and cold water.

- The premises are maintained to a suitable standard. Internal and external lighting, acoustics and sound insulation are suitable for the purpose intended. Drinking water is accessible and readily available to staff and students.
- The accommodation has a large recreation area for students to use in their breaks. Students can also access a nearby park if required. Other local facilities, such as sports centres and a swimming pool, are used for the school's physical education programme.
- The school meets all aspects of the relevant independent school standards in part 5.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1)–34(1)(c)*

- Leaders have a clear rationale for applying for this material change. They have carefully thought through how new premises for education (and the new boarding provision) will add capacity to the school's offer without impacting negatively on students already enrolled.
- Leaders understand the independent school standards well. They were able to demonstrate how the standards assessed as part of this material change inspection continue to be met.
- Directors and those in positions of governance continue to have a clear oversight of the school. This includes ensuring that the welfare, health and safety of students and staff are given the highest priority.
- Leaders have ensured that part 8 continues to be met.

### Boarding provision

#### The overall experience and progress of children

*Taking into account, how well children are helped and protected and the effectiveness of leaders and managers.*

#### *Standards 4, 5, 6 and 7*

- The accommodation is new and a high standard of furnishing, décor, and facilities are available to students. Different styles of rooms are provided, including a cluster of six bedrooms with a shared kitchen, individual studio rooms with their own kitchen area and shared twin-bedded rooms with a kitchen area. All bedrooms are en suite.
- Electronic keys ensure that entry to various parts of the accommodation is only possible by those students and staff it is intended should access it, including bedrooms. Staff accommodation is on a separate floor to those used by students, but staff are easily contactable day or night. There are separate blocks for male and female students.
- Students enjoy communal spaces for eating, relaxing or collaborative study. According to staff, the students accommodated here are the envy of their peers in other accommodation.
- The shift rota evidences that sufficient staff are deployed in the boarding provision.

- Main meals are provided in dining rooms on the education sites, but students have access to water and the means of preparing their own food in small kitchens in the boarding provision. The school is sensitive to individual needs, for example arranging for food to be delivered at appropriate times to those who are observing Ramadan.

#### *Standards 8, 9 and 10*

- The college's safeguarding policy has recently been revised so that one policy applies to all students. It is detailed and comprehensive.
- New guidance has been produced and made available to all staff in regard to the referral of allegations of abuse that has occurred outside of England. This meets the recommendation made at the last inspection. It is satisfactory and will help ensure that appropriate action will be taken to keep students safe.
- Verbal confirmation that the school that shares another site with the college follows safer recruitment practice had been obtained. This was in response to the requirement made under NMS 14.1 at the last inspection. No record had been made. Written confirmation was obtained during this visit. The new accommodation is not shared with any other establishment.
- Medication administration and storage are secure. Sufficient checks are in place to avoid medication being brought from abroad into the accommodation, as well as safe use of both over the counter and prescribed medicine.
- An induction programme familiarises new students with the accommodation and life in Oxford, which can be very different to where they were living previously. They are encouraged to be independent, and they have access to a range of advice and support, including about their health and well-being.
- A counsellor is allocated to each boarding house, primarily for staff to contact if they have concerns about a student, but the most appropriate person will be assigned to assist a student if required.
- Health and safety records show that all necessary checks and procedures are in place, including for fire safety. Emergency drills are held monthly during term time, including during hours of darkness. There is some evidence that this frequency creates inertia, as occasionally a very few students will not evacuate the building. They are required to undergo additional awareness training and a further drill to ensure they comply in future.

#### *Standards 2, 19 and 20*

- The senior leadership team and a secondary tier of management have been expanded to take account of the need to manage a larger number of students and staff. Two new computer systems are now in place to effectively manage data regarding the running of the college and to record and store relevant information about students.
- Neither of the new computer systems is used by human resource staff. Records of recruitment processes have not been systematically collated or monitored. Different people involved in the appointment of staff held their own documentation or it remained attached to emails and not placed in appropriate files. This led to leaders and managers not being aware of gaps in records, such as in interviews of applicants

and the risk assessment of an unclear Disclosure and Barring Service check, or oversight in regard to appropriate references being taken up.

- There is no evidence that inappropriate people have been appointed to work with students, but necessary vigilance has not been maintained, particularly over a period when neither a human resource manager nor administrator were in post. A recommendation to ensure safer recruitment procedures are consistently adhered to and monitored is made.
- Leaders and managers ensure that students are supported to meet their religious and cultural needs. They have carefully balanced differing expectations with regard to appropriate religious symbols displayed in a multi-faith room and demonstrate sensitivity about norms and laws on sexuality.

The national minimum standards that were assessed during this inspection

*Standard 2, 4, 5, 6, 7, 8, 9, 10, 19 and 20*

NB: these standards are as published in the national minimum standards for boarding schools 2022. They therefore differ from, but are equivalent to, those included in the inspection commissioning form dated 4 February 2022, which was issued when the previous version was in force.

## **Compliance with regulatory requirements and national minimum standards for boarding schools**

The school meets the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards'), the national minimum standards for boarding schools and associated requirements that are relevant to the material change.

## School details

Unique reference number	146516
DfE registration number	931/6022
Inspection number	10226492

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

The inspection of residential provision was carried out under the Children Act 1989, as amended by the Care Standards Act 2000, having regard to the national minimum standards for boarding schools.

Type of school	Independent school
School status	Independent boarding school
Proprietor	Oxford International School Limited
Chair	Andrew Fitzmaurice
Principal	Kim Terrar
Annual fees (day pupils)	£25,167 to £26,238
Annual fees (boarders)	£25,422 to £26,985
Telephone number	01865 203 988
Website	www.oxcoll.com
Email address	info@oxcoll.com
Dates of previous standard inspection	19 to 21 November 2019

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	14 to 19	Not applicable	Not applicable
Number of pupils on the school roll	356	400	400

## Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	356	400
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	0	0
Of which, number of pupils with an education, health and care plan	0	0
Of which, number of pupils paid for by a local authority with an education, health and care plan	0	0

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	39	43
Number of part-time teaching staff	4	6
Number of staff in the welfare provision	9	12

## Information about this school

- Oxford International College is an independent boarding school that provides education for boys and girls aged 14 to 19 years. All students use the school's boarding provision. Most of the students are from overseas, including Hong Kong, China, Korea, Malaysia, Singapore and Thailand.
- None of the students have education, health and care plans or special educational needs and/or disabilities. Students study GCSE and A-level courses, as well as courses in English.



- The proprietor has applied to the Department for Education (DfE) for a material change to increase the number of registered places at the school from 300 to 400. Leaders have already implemented the material change.
- There are currently 356 students on the roll. This means that the school is currently exceeding the maximum number of students that it is registered for.
- The school's last standard inspection took place in November 2019. It was subject to a material change inspection in October 2020, when unmet independent school standards were found. Leaders subsequently submitted an action plan to the DfE to address the unmet standards.
- The school's boarding provision was last inspected in October 2021.
- The school does not use alternative providers.

## Information about this inspection

- The inspection was carried out at the request of the DfE after the proprietor applied for a material change to increase the maximum number of students from 300 to 400. This was an integrated inspection. The inspection covered the school's education and boarding provision.
- The purpose of the inspection was to check whether the school is likely to meet the relevant independent school standards and national minimum standards if the requested material change is approved.
- At the time of the inspection, there were 356 students on roll because the college has already implemented the material change.
- Inspectors conducted on-site visits to meet leaders and staff and visit the school's new boarding and education accommodation. The lead inspector talked to a director, as a representative of the proprietor, on the telephone.
- Inspectors reviewed a wide range of documentation, including policies and records relating to the welfare, health and safety of students and staff.
- Inspectors checked the school's single central record and reviewed arrangements to recruit staff.
- This was the first material change inspection relating to this particular request to increase student numbers.

## Inspection team

Clive Close, lead inspector

His Majesty's Inspector

Chris Peel

Social Care Regulatory Inspector

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/publications/complaints-about-ofsted](http://www.gov.uk/government/publications/complaints-about-ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

### Parent View

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit [www.parentview.ofsted.gov.uk](http://www.parentview.ofsted.gov.uk), or look for the link on the main Ofsted website: [www.gov.uk/ofsted](http://www.gov.uk/ofsted).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence](http://www.nationalarchives.gov.uk/doc/open-government-licence), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2022