

1 July 2020

Dear Parents,

**Re: Independent Schools Inspectorate (ISI) Inspection 11-13 February**

Trustees of Heritage School welcome the inspection report we are making available today. Due to the lockdown, the normal timetable for the publication of reports was suspended and has only recently resumed.

The inspection report recognises many of the outstanding features of the education and learning culture we know our children have benefitted from at Heritage. We hope you will appreciate the many positive comments inspectors have made about the quality of education provided.

We have also taken very seriously the challenges within the report to further strengthen our regulatory compliance management capacity. The Trustees have embraced this challenge strongly and have taken immediate steps, as explained below. In particular, we believe that this is the right moment to bring onto the team a dedicated and experienced compliance officer who reports to the headmaster and is accountable to the Trustees.

Heritage School has matured significantly since it was founded in 2007. Even in our short history the regulatory context in which we operate has changed and will continue to do so. As a school we continue to adapt so that we can meet the needs of pupils and staff while we create a safe and stimulating environment for learning. Due to the generosity of so many, we are on the cusp of completing the purchase of 17-19 Brookside. We are committed to continually strengthening every aspect of the organisation so that we can serve families in Cambridge for decades to come.

**Action Plan**

The inspection report identifies actions that need to be undertaken to be compliant with all regulatory requirements. Along with this letter and the inspection report, we include a copy of the action plan that we are implementing. The action plan summarises the general areas for improvement raised by inspectors, the specific concerns that gave rise to the 'not met' judgements, and our responses.

**Compliance Officer Appointment**

As noted above, we are pleased to announce that we have appointed a new part-time compliance officer to strengthen management capacity. The compliance officer will focus exclusively upon regulatory compliance (as opposed to regulations relating to educational quality), and particularly upon health and safety, safeguarding and GDPR.

Our new compliance officer is Mrs Charis Beynon. Charis has many years' experience working in administration and compliance in a wide range of organisations. She has a strong grasp of administrative systems, skill in mastering relevant government documentation and a keen eye for

detail. She is the mother of two former pupils, Isaac (Year 11 2016) and Jed (Year 11 2017), and is eager to help the school fulfill its mission as effectively as possible. We are delighted that she has joined the team. She will report to Trustees at each of our quarterly meetings. Having started work in mid-June, she has already made a strong contribution, providing, for example, additional scrutiny on Covid-19 related regulations and the school's response.

### **Conclusion**

We are anticipating a monitoring inspection in the autumn. Inspectors will review essential regulations governing safeguarding and health and safety, as they always do. In particular, they will evaluate the implementation of our action plan.

If you would like to arrange a meeting with Mr Fletcher or myself to discuss this report or actions arising from it, please do not hesitate to contact either of us directly or via the school office.

Thank you for your continued support for Heritage School. We would like, in particular, to thank you for all you have done to support learning at home during these unprecedented times. We are well aware how challenging this has been. We are pleased that the government has signalled that all pupils will be able to return to school in September.

Yours sincerely,

Mr Tom Amies  
Chairman, on behalf of the Board of Trustees