

## **PARK SCHOOL FOR GIRLS**

20-22 Park Avenue, Ilford, Essex, IG1 4RS

**08 JUNE 2018**

## **CHARACTERISTICS OF THE SCHOOL**

Park School for Girls is an independent day school in Ilford, Essex, for girls aged between 4 and 16 years. It comprises a preparatory department, which includes an EYFS setting, and a senior school. The current headteacher has been in post for just over a year. The school is a registered non-profit-making company limited by guarantee and is governed by a board of six governors. There are 166 pupils on roll. The number of pupils requiring support for special educational needs and/or disabilities is 15 and no pupils have an education, health and care (EHC) plan. No pupils have English as an additional language.

## **PURPOSE OF THE VISIT**

This was an unannounced progress monitoring visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the Regulatory Compliance Inspection on 15 to 16 November 2017. The focus of the visit was on safeguarding pupils' welfare, health and safety; the suitability of staff, supply staff and proprietors; and the quality of leadership and management.

## **INSPECTION FINDINGS**

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b); EYFS requirements 3.4 to 3.8]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]**

The school meets the regulation and requirements.

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. The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

The school implements the correct procedures for safeguarding pupils' welfare, providing appropriate support for pupils' needs. Procedures are fully in line with the most recent statutory guidance, *Keeping Children Safe in Education (KCSIE September 2016)*. New staff receive comprehensive induction training to ensure they understand their safeguarding responsibilities, including the staff code of conduct. The designated safeguarding leader (DSL) and deputy (DDSL) are both members of the senior leadership team and have appropriate levels of training for their roles, which is in line with local procedures. The DSL provides informal updates to staff on any changes to safeguarding policy and its implementation. Records of staff training are kept systematically to identify who has been trained and when. During discussions, staff demonstrate that they have a clear understanding of their safeguarding responsibilities. They know how to report any concerns about pupils or other staff, understanding that anyone can make a referral. Appropriate records of safeguarding concerns are kept, which show timely and appropriate liaison with local agencies. The governors appropriately review changes to policy and undertake an annual safeguarding review of procedures and policy.

The school has a suitable staff recruitment policy which has been implemented effectively. It ensures that relevant checks, including barred list checks, prohibition from teaching and management checks, and disqualification from childcare checks, are carried out and recorded appropriately. Appropriate documentation is copied and retained where required to show that checks of qualifications and identity have been undertaken before staff begin their employment.

**The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(3), 19(2)(a to d), 19(3), 20(6)(b)(i) and 20(6)(b)(ii)]**

The school meets the regulations.

The school has completed a review of the single central register of appointments (SCR) and ensured that all required checks on staff, supply staff, governors and volunteers have now been undertaken and correctly recorded. This includes disclosure and barring checks, medical checks, and checks on qualifications and the right to work in the UK. Prohibition from teaching checks have been carried out on all existing staff appointed. Prohibition from management checks have been carried out on senior leadership team members, including existing staff newly promoted within the school, and governors.

**Quality of leadership and management [ISSR Part 8, paragraph 34(1)(a) and (b)]**

The school meets the regulation.

The action points from the previous inspection have been addressed appropriately. Training for governors and senior staff has taken place to increase their familiarity with regulatory requirements. This has included the appointment of a consultant and the attendance by governors on a course to consider best practice in governance. Minutes from meetings show that governors and senior leaders have been active in developing their knowledge to enable the appropriate oversight of regulatory matters, including those relating to safer recruitment and the SCR. The governors ensure that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the standards are consistently met, and they actively promote the well-being of the pupils.

## **REGULATORY ACTION POINTS**

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, and requirements of the Early Years Statutory Framework.