

THE GROVE INDEPENDENT SCHOOL

Redland Drive, Loughton, Milton Keynes, MK5 8HD

14 SEPTEMBER 2017

CHARACTERISTICS OF THE SCHOOL

The Grove Independent School is a co-educational day school for pupils aged 3 months to 13 years. It was founded in 1984 and has operated on its current site since 1989. The school is owned and led by its principal, who is supported by an advisory board of governors. There are currently 272 pupils on roll. The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 14. They require support with dyslexia and other learning difficulties. Two pupils have an education, health and care (EHC) plan. One pupil has English as an additional language (EAL) and receives additional support for their English. The previous ISI additional inspection took place in December 2016, while the previous ISI integrated inspection took place in June 2014.

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 previous additional inspection. The focus of the visit was on welfare, health and safety (safeguarding and behaviour); the suitability of staff, supply staff and proprietors; the provision of information; 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 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. It has regard to the most recent statutory guidance, *Keeping Children Safe in Education 2016 (KCSIE) (September 2016)*. The policy is further supported by suitable guidance covering the safe recruitment of staff, whistleblowing, and a staff code of conduct.

The school implements the safeguarding policy effectively and in line with current statutory guidance. Safeguarding procedures are well managed and follow the local authority guidance, ensuring the welfare of pupils. Appropriate procedures are in place to support pupils in need. There are suitable arrangements for listening to pupils and child protection records are held securely with the required confidentiality. The designated safeguarding lead (DSL) and deputy DSLs are qualified in the required levels of advanced safeguarding training, including inter-agency training, provided by the local authority.

All other staff receive regular safeguarding training, which includes awareness of the dangers of extremism and radicalisation. They have a strong understanding of their responsibilities and are aware of how to refer concerns about a child. They understand that anyone can make a referral to the children's services. New staff have

undergone suitable induction training. All staff have received a copy of *KCSIE* Part 1, which includes Annex A, and have signed to say that they have read and understood this document. Staff report that they receive regular updates from the DSL to confirm their understanding of procedures. Appropriate records of staff training are maintained. The school works with other agencies appropriately to support pupils' well-being and ensure that they are safeguarded.

Staff have a secure understanding of procedures for reporting any allegations about staff that may come to their attention. Leaders understand the need to report any allegations against staff to the LADO, and to the Disqualification and Barring Service (DBS) and/or National College for Teaching and Leadership (NCTL) when appropriate. Leaders ensure that all appropriate pre-employment checks are carried out as required in keeping with current statutory guidance.

The safeguarding governor communicates with the DSL regularly, conducts a safeguarding audit, and reports back to the main board. Governors formally review the school's policy and arrangements annually.

Welfare, health and safety of pupils – behaviour and sanctions [ISSR Part 3, paragraph 9, EYFS 3.52]

The school meets the regulation and requirement.

The school has drawn up a written behaviour and anti-bullying policy that, amongst other matters, sets out the disciplinary sanctions to be adopted in the event of pupils' misbehaviour, measures to combat bullying, including cyberbullying, and measures to promote positive behaviour. The school has an appropriate pupil restraint policy, which details how and when physical intervention could be used, including in the EYFS, and how this will be managed and recorded. The school has systems in place to ensure that any use of physical restraint would be reported to parents on the same day or as soon as is reasonably practicable. Both policies are understood by staff and implemented properly. The school rejects the use of corporal punishment and keeps a record of the sanctions imposed on pupils for serious misbehaviour and of any incidents of physical restraint that might occur. Staff from across the school have received training in appropriate physical intervention. They apply the school's rewards and sanctions policy in a fair and consistent manner.

The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 and 21; EYFS 3.9 to 3.18]

The school meets the regulations and requirements.

The proprietor and leadership have ensured that the school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors, and that a register is kept as required. The register and individual staff files are organised systematically and clearly record the dates when the appropriate checks have been made. Staff appointed since the previous inspection have been checked appropriately and as required. In particular, the school has ensured that it has carried out the required recruitment checks concerning medical fitness, criminal background, prohibitions from teaching and management, references, and qualifications, to determine the suitability of staff before appointment.

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

The school meets all of the regulations.

The proprietor ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils. The proprietor and school leaders have ensured that the school has fully and successfully implemented the action plan submitted following the previous inspection.

REGULATORY ACTION POINTS

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, and the requirements of the Early Years Statutory Framework 2017.