

ST MARY'S SCHOOL

47 Fitzjohn's Avenue, Hampstead, London, NW3 6PG

25 APRIL 2018

CHARACTERISTICS OF THE SCHOOL

St Mary's School is a Catholic day school in Hampstead, London. Primarily a girls' school, boys may attend for nursery education. There are currently 305 pupils on roll. The school has an Early Years Foundation Stage (EYFS) with 83 children, 11 of them are boys. There are 28 pupils with special educational needs and/or disabilities and 5 of them have an education, health and care plan. There are 7 pupils who require support for English as an additional language. The school is administered by a board of trustees and governors. The school underwent an ISI regulatory compliance inspection in November 2017.

PURPOSE OF THE VISIT

This was an unannounced visit carried out at the request of the DfE to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection in November 2017. The focus of the visit was pupils' welfare, health and safety, in particular safeguarding; the suitability of staff; and the quality of leadership and management. In particular, to examine the safeguarding policy and procedures and ensure they conform to the most recent statutory guidance, and that these arrangements are fully implemented with particular regard to safe recruitment and the keeping of the single central register (SCR).

INSPECTION FINDINGS

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

The school meets the standards.

The school's policy for safeguarding promotes the welfare of pupils and shows regard for the most recent statutory guidance *Keeping Children Safe in Education 2016 (KCSIE)*. It is published on the school website in its most recent version. The policy includes details of *Prevent Duty Guidance: for England and Wales (July 2015)* and is further supported by suitable policies covering the staff code of conduct, whistleblowing and e-safety. The school has a suitable staff recruitment policy and now undertakes all the required checks on individuals before an appointment is confirmed and work started in the school. The safeguarding policy is reviewed annually by the governors and trustees.

Appropriate procedures are in place to support pupils in need and for listening to pupils. The policy complies with the child protection arrangements for the Early Years Foundation Stage (EYFS) including the school's advice on the use of cameras and mobile phones. Staff understand the need to report any concerns to the designated safeguarding lead (DSL) or directly to the appropriate authorities for child protection. Safeguarding documents show that concerns about pupil welfare are acted upon appropriately and records are kept secure.

The DSL and deputy DSLs have undergone appropriate and up-to-date training with the local authority, including the Prevent strategy. Staff training, conducted either by the DSL or the local authority is up to date and

appropriate induction training has been provided for newly appointed staff. Staff who were interviewed could recall details of the training undertaken. Records of training are carefully maintained and recorded and staff are required to sign to say they that have read and understood KCSIE Part 1.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2)(c)(i), (ii) and(iii), 18(2)(d) and (e), 18(3) and 20(6)(b)(i) and (ii) 21(3)(a)(v), (vi) and (viii)]

The school meets the standards.

The school makes appropriate checks on the suitability of staff, supply staff, and proprietors before an individual takes up an appointment. In particular, the school ensures that checks on identity, qualifications, prohibition from teaching, medical fitness, references and barred lists have been made before an individual works with pupils in the school. All checks are recorded accurately on the SCR.

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

The school meets the standard.

The leadership and management demonstrate good skills and knowledge to fulfil their responsibilities effectively, especially with regard to safeguarding and recruitment, so that the Independent Schools Standards are met consistently.

REGULATORY ACTION POINTS

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014.