



Additional Inspection Report

Cambridge International School

April 2024

School's details

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|---------------------------------|--|----|----------------|----|
| School | Cambridge International School | | | |
| DfE number | 873/6056 | | | |
| Address | Cambridge International School Cherry Hinton Hall Cherry Hinton Road Cambridge CB1 8DW | | | |
| Telephone number | 01223 416938 | | | |
| Email address | office@cischool.co.uk | | | |
| Head | Mrs Amanda Gibbard | | | |
| Chair of proprietors | Dr Harriet Sturdy | | | |
| Proprietor | Cambridge International Schools Ltd | | | |
| Age range | 2 to 11 | | | |
| Number of pupils on roll | 78 | | | |
| | Nursery | 47 | Primary | 31 |
| Date of inspection | 29 April 2024 | | | |

1. Introduction

Characteristics of the school

- 1.1 Cambridge International School is an independent co-educational day school. The school consists of two sections: nursery for children aged two to four years and primary for pupils aged four to eleven years. It was established in 2006 by an individual proprietor. From 2015 to 2020 it was owned and governed by International Schools Partnership. The school is currently owned and governed by the original proprietor and is registered as Cambridge International School Limited.
- 1.2 The school has 31 pupils who require support for special educational needs and/or disabilities (SEND). One pupil has an education and health care plan. Twenty-four pupils speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in May 2023.

Purpose of the inspection

- 1.3 This was an unannounced additional inspection at the request of the Department for Education (DfE) which focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), and the requirements of the Early Years Statutory Framework.

| Regulations which were the focus of the inspection | Team judgements |
|---|-----------------|
| Part 3, paragraph 7 (safeguarding); EYFS 3.3 to 3.7 and 3.24 to 3.27 | Not met |
| EYFS 3.29 (paediatric first aid) | Met |
| Part 3, paragraph 9 (behaviour); EYFS 3.58 to 3.60 | Met |
| Part 3, paragraph 10 (bullying); EYFS 3.58 | Met |
| Part 3, paragraph 11 (health and safety); EYFS 3.72, 3.74 | Met |
| Part 3, paragraph 14 (supervision of pupils); EYFS 3.35, 3.36, 3.41, 3.45 | Not met |
| Part 3, paragraph 15 (admission and attendance registers) 3.86 | Met |
| Part 3, paragraph 16 (risk assessment); EYFS 3.76 | Not met |
| Part 5, paragraph 25 (maintenance of premises and accommodation) | Met |
| Part 6, paragraph 32(1)(c) (provision of information) | Met |
| Part 7, paragraph 33 (complaints procedure); EYFS 3.83, 3.84 | Met |
| Part 8, paragraph 34 (leadership and management) | Not met |

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.3 - 3.7; 3.24 - 3.27 and 3.29]

Safeguarding policy

- 2.1 The school does not meet the requirements.
- 2.2 The school's policy for safeguarding does not provide suitable arrangements to safeguard and promote the welfare of pupils at the school. It does not take into account sufficiently the school's context and safeguarding risks, including its location; sharing its site with another school; and the needs of the pupils attending the school. It does not detail expectations of staff conduct effectively, what low-level concerns are and how the school should manage these. Telephone contact details for the designated safeguarding lead are not accurate.

Safeguarding implementation

- 2.3 The school does not meet the standard and the requirements.
- 2.4 The culture of safeguarding is not secure and there are serious safeguarding concerns. The proprietor, leaders and staff have not understood statutory guidance sufficiently or the procedures to follow in accordance with locally agreed partnership arrangements. The staff code of conduct is outdated and does not refer to all safeguarding requirements, for example, the identification, recording and management of low-level concerns. Safeguarding records are not collated effectively. Information is stored in different places with the result that there is not a clear picture of safeguarding for individual pupils or overall. The records are not sufficiently detailed with clear actions and provision for monitoring individual pupils' welfare, including assessments of risk with regard to safeguarding. Safeguarding information from other schools and nurseries is not always received. Referrals to the multi-agency safeguarding hub (MASH) and the local authority safeguarding lead (LADO) have not always been made in accordance with statutory requirements.
- 2.5 Supervision requirements and the appropriate adult to child ratios are not met consistently in the early years. Although staff within the school understand the school's policy with regard to not using mobile phones in areas where there are children, adults do not consistently adhere to the school's policy.
- 2.6 Members of the designated safeguarding team are suitably trained and provide sufficient cover for their role across the school, including in the early years. Early years staff are appropriately qualified and suitably trained in paediatric first aid. Newly appointed staff are inducted in the school's policies and procedures but as these are not comprehensive. Training with regard to expected staff conduct is deficient.
- 2.7 Regular staff briefings and supervision meetings in the early years provide staff with information in relation to pupils' welfare, safeguarding and special educational needs. Staff and the proprietor receive regular safeguarding training, but their understanding and implementation of their training is inconsistent. They know the signs of abuse and neglect including child-on-child abuse and how to respond if a pupil makes a disclosure. However, they do not understand the importance of reporting and recording low-level concerns, how to record safeguarding concerns in sufficient detail and how to conduct risk assessments in relation to safeguarding.
- 2.8 The school teaches pupils how to be safe including when online. Older pupils are confident that they can speak to their teachers if they have a worry or concern and records of safeguarding confirm that

their concerns receive a response and are acted upon where necessary. The internet is suitably filtered and monitored.

- 2.9 Whilst an annual review of safeguarding takes place, the proprietor does not maintain a suitable oversight of safeguarding to ensure consistent implementation of the standards and requirements and that any concerns are addressed appropriately without delay.

Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9; EYFS 3.58 - 3.60]

- 2.10 The school meets the standard and the requirements.
- 2.11 The school has a suitable behaviour policy which promotes positive behaviour and respect for others. A range of rewards are used effectively to promote good behaviour including verbal praise, golden time, stars and stickers. Pupils who have SEND have individual provision plans that include strategies for re-direction, self-regulation and managing challenging behaviour. Detailed records are maintained of behavioural incidents and how these are managed including liaison with parents. Records are monitored effectively by leaders including detailed discussions with staff regarding the implementation of appropriate interventions.

Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10; EYFS 3.58]

- 2.12 The school meets the standard and the requirements.
- 2.13 The school implements suitable measures to guard against bullying. Staff are trained appropriately with regard to understanding and managing bullying. Pupils learn about the different types of bullying including online, and how to protect themselves from these. Records show that the school responds to any incidents of bullying appropriately. This includes providing suitable support for all concerned.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; EYFS 3.72 and 3.74]

- 2.14 The school meets the standard and the requirements.
- 2.15 The school implements a suitable health and safety policy. Leaders ensure that the required maintenance checks and servicing are implemented when required. Suitable records are maintained including of accidents, first aid given, and the administration of medicine. Appropriate procedures are in place to ensure suitable storage of potentially hazardous materials.
- 2.16 The school has recently strengthened procedures to ensure that children are safely dropped off and collected by parents. Specific duty staff ensure children entering the premises are registered and under the supervision of staff and that children leaving the premises are handed straight to their parent or carer.
- 2.17 Procedures for pupils' participation in outings and trips have recently been revised in liaison with the local authority safeguarding team to ensure that they are strengthened. Staff now have a walkie talkie or mobile telephone to ensure immediate contact with leaders in any emergency. Suitable arrangements for outings leaving the school are defined. These take into account the needs of individual children. Staff sign out any group leaving the school before they leave the premises. Head counts are implemented before leaving the school, at the school gate and before setting off. The headcount is cross-checked with another member of staff. Children wear high visibility jackets at all times. Parents and external agencies, including the police, are now informed of any incident of a missing child without delay.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; EYFS 3.35, 3.36, 3.41 and 3.45]

- 2.18 The school does not meet the standard and the requirements.
- 2.19 Suitably qualified staff are deployed in the nursery. Early years staff are aware of the required adult to child ratios and that children must usually be within sight and hearing of staff and always within sight or hearing. Rotas are produced weekly to organise appropriate staffing. However, observation during the inspection showed that staff do not always ensure that the required adult to child ratios, provided for in the rotas, are consistently maintained. Appropriate supervision is now in place to ensure that children are handed over to early years staff on arrival and cannot leave the premises once dropped off at the nursery.
- 2.20 The school ensures appropriate supervision of pupils is in place from Reception to Year 6.

Welfare, health and safety of pupils – admission and attendance registers [ISSR Part 3, paragraph 15; EYFS 3.86]

- 2.21 The school meets the standard and the requirements.
- 2.22 The school maintains admission and attendance registers as required. The recently installed electronic registration system enables leaders to monitor attendance effectively. Suitable and timely action is taken if a pupil is absent including contacting parents and carers to ascertain the reason for a pupil's absence.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; EYFS 3.76]

- 2.23 The school does not meet the standard and the requirements.
- 2.24 Risk assessments in relation to safeguarding individual pupils' welfare needs are not routinely put in place.
- 2.25 Suitable risk assessments are in place in relation to health and safety, trips and pupils' behaviour. Risk assessments in relation to the drop-off and collection of children and outings to the park have been suitably revised in liaison with the LADO following known incidents.

Premises and accommodation – maintenance [ISSR Part 5, paragraph 25]

- 2.26 The school meets the standard.
- 2.27 The premises are clean and well maintained, including the outside play areas. Suitable furniture and resources are in place. These are maintained to a high standard. Suitable door entry systems are in place throughout the school which ensure the safety of all pupils.

Provision of information [ISSR Part 6, paragraph 32(1)(c)]

- 2.28 The school meets the standard.
- 2.29 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.

Manner in which complaints are handled [ISSR Part 7, paragraph 33; EYFS 3.83 and 3.84]

- 2.30 The school meets the standard and the requirements.
- 2.31 The school has a suitable complaints policy. Leaders and teachers respond promptly to informal concerns raised by parents. Where formal complaints are received, they are managed effectively through a three-stage process with clear timescales. Records of complaints are kept appropriately including any action taken and the outcomes of the complaint. The proprietor monitors complaints appropriately in discussion with school leaders.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.32 The school does not meet the standard.
- 2.33 The proprietor has not ensured that leaders and managers demonstrate good skills and knowledge of all of the standards and requirements, and fulfil their responsibilities effectively, so that the standards are met consistently, and they actively promote the wellbeing of pupils.
- 2.34 The proprietor has not ensured that effective training and monitoring are in place in order to ensure the standards are met fully and consistently. Advisers have recently been appointed to support the proprietor and leaders. However, this initiative is in the very early stages of development and it is too early to ascertain their impact.

3. Regulatory action points

3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014 and requirements of the Early Years Statutory Framework and should take immediate action to remedy deficiencies as detailed below.

ISSR Part 3, Welfare, health and safety, paragraph 7

- The school must ensure that its safeguarding policy covers all of the required elements, including the identification and management of low-level concerns, the school's context and safeguarding risks and the provision of accurate contact details for safeguarding leaders [paragraph 7(a) and (b); EYFS 3.5 and 3.6].
- The school must ensure that induction and training of the proprietor, leaders and staff in safeguarding covers all of the required areas and is understood and implemented consistently [paragraph 7(a) and (b); EYFS 3.24 and 3.26].
- The school must update the staff code of conduct to cover all statutory requirements, including those relating to reporting, recording and managing low-level concerns, and ensure that staff understand and follow the code [paragraph 7(a) and (b); EYFS 3.3, 3.5, 3.6 and 3.24].
- The school must ensure that safeguarding records are collated in one place, and include information from other schools and settings, and that they contain appropriate detail including how each pupil's welfare is being monitored [paragraph 7(a) and (b); EYFS 3.3, 3.5 and 3.6].
- The school must liaise with and make appropriate referrals to MASH and the LADO in line with the local safeguarding partnership and statutory requirements [paragraph 7(a) and (b); EYFS 3.3 and 3.5 - 3.7].
- The school must ensure that its use of mobile phones policy is implemented consistently by all adults on the premises. [paragraph 7(a) and (b); EYFS 3.6].

ISSR Part 3, Welfare, health and safety, paragraph 14

- The school must ensure that the required adult to child ratios in the early years are maintained at all times [paragraph 14; EYFS 3.35, 3.36, 3.41 and 3.45].

ISSR Part 3, Welfare, health and safety, paragraph 16

- The school must ensure that appropriate risk assessments are in place in relation to safeguarding, including the welfare of individual pupils [paragraph 16(a) and (b); EYFS 3.76].

ISSR Part 8, paragraph 34

- The proprietor and leaders must ensure that effective training and monitoring ensure that leaders and managers demonstrate good skills and knowledge appropriate to their role, fulfil their responsibilities effectively, and actively promote the wellbeing of all pupils so that the independent school standards are met consistently [34(1)(a), (b) and (c)].

4. Summary of evidence

- 4.1 The inspectors held discussions with the headteacher, senior leaders and other members of staff and met with the proprietor. They visited different areas of the school and talked with groups of pupils. They scrutinised a range of documentation, records and policies.