



**Progress Monitoring Inspection Report**

**Moor Allerton Preparatory School**

**February 2024**

## School's details

<b>School</b>	Moor Allerton Preparatory School			
<b>DfE number</b>	352/6001			
<b>Address</b>	Moor Allerton Preparatory School 131-135 Barlow Moor Road West Didsbury Manchester M20 2PW			
<b>Telephone number</b>	0161 4454521			
<b>Email address</b>	headmaster@moorallertonschool.co.uk			
<b>Headmaster</b>	Mr Andrew Smith			
<b>Chair of governors</b>	Mr Ali Khan			
<b>Proprietor</b>	Alpha Schools Ltd			
<b>Age range</b>	2 to 11			
<b>Number of pupils on roll</b>	268			
	<b>Nursery</b>	35	<b>Pre-school</b>	83
	<b>Pre-prep</b>	56	<b>Prep</b>	94
<b>Date of inspection</b>	20 February 2024			

## 1. Introduction

### Characteristics of the school

- 1.1 Moor Allerton Preparatory School is a co-educational day school located in the Manchester suburb of Didsbury. The school is overseen by Alpha Schools Ltd. The school is divided into three sections: the pre-school, for children aged 2 to 4 years; pre-prep, for pupils aged 5 to 6 years; and prep, for those aged 7 to 11 years. The school has 17 pupils who require support for special educational needs and/or disabilities. None has an education, health and care plan. Sixty-four pupils speak English as an additional language. The school's separate registered nursery setting was not included in the inspection. The headmaster took up his post in January 2024. The school's previous inspection was a regulatory compliance inspection in May 2023.

### Purpose of the inspection

- 1.2 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the compliance inspection on 5 May 2023. The inspection 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; EYFS 3.7 and 3.9 (safeguarding)	<b>Not met</b>
Part 4, paragraphs 18–21; (suitability of staff, supply staff and proprietors)	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 7, paragraph 33 (complaints procedure)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Not met</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.7 and 3.9]**

#### **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 because it does not include all elements required by current statutory guidance or accurately reflect current provision in the school. Required details of the local safeguarding children's board are out of date or insufficiently detailed, as is information about those with safeguarding responsibilities in the school. The proprietor has not ensured that the policy is specific to the school and its individual context.

#### **Safeguarding implementation**

- 2.3 The school does not meet the standard and the requirements.
- 2.4 Leaders have demonstrated insufficient knowledge of statutory guidance to ensure that policies and procedures are suitable. The proprietor has not exercised sufficient oversight to ensure that omissions and deficiencies in the school's provision are identified and remedied.
- 2.5 Leaders manage concerns about pupils appropriately and liaise with parents and external agencies effectively when required. Staff understand their responsibility to report concerns about pupils and do so in line with the school's procedures. Pupils are confident that they have trusted adults to talk to in school and that their concerns will be acted upon. Records of safeguarding confirm that this happens in practice. Pupils understand how to stay safe, including when online. Governors ensure that staff implement suitable filtering and monitoring arrangements as required.
- 2.6 Safeguarding leads are suitably trained; staff receive regular training in most areas, with updates. They understand the content of the training they receive. Induction training includes the required content. However, the staff code of conduct, part of staff training, does not include content on staff allegations or about whistleblowing. In discussion, staff lacked awareness of whistleblowing procedures. They did not understand their responsibilities in relation to reporting low level concerns about adults working in the school because leaders have not implemented the relevant procedure with sufficient rigour. A log of such concerns is not maintained as required.
- 2.7 Suitable arrangements are in place to manage allegations against adults working in the school.
- 2.8 Leaders have implemented improved systems for recruitment checks of new staff and other adults. They have begun a review of checks so that such processes are now more robust. Documents are stored in a secure and central location in the school. However, leaders have not ensured that the checks they make of the list of those prohibited from teaching have been completed for all teaching staff before appointment. They have not considered conducting online searches on short-listed candidates prior to interview or appointment. Leaders could not confirm that appropriate checks of employment history have been carried out on all adults working in the school.
- 2.9 Oversight of safeguarding provided by governors, particularly that exercised through scrutiny of records by other members of the Alpha group, has not been sufficiently rigorous. As a result, recent and historic omissions, such as checks of employment history and against the list of those prohibited from teaching, have not been remedied.

**Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; EYFS 3.7 and 3.9]**

- 2.10 The school meets the standards.
- 2.11 The school has implemented its action plan effectively so that the standards are met. They have undertaken a review of the single central record of appointments and updated it. This now presents an accurate record of the checks carried out and is kept in a single location.

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

- 2.12 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]**

- 2.13 The school meets the standard.
- 2.14 The school implements a suitable procedure for the handling of parental complaints. This includes formal and informal stages and an appeals panel. Formal complaints raised by parents since the previous inspection have been managed in line with the school's stated time scale. None have proceeded to a panel hearing.

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

- 2.15 The school does not meet the standard.
- 2.16 The proprietor has not exercised sufficient oversight to ensure that those in leadership positions have the knowledge of statutory guidance they need to meet the standards consistently. Leaders have implemented many elements of the action plan drawn up after the previous inspection and some new processes are securely established. Governors have liaised with leaders to monitor this implementation. Leaders report to governors regularly on school matters. Newly appointed leaders have taken appropriate action to improve the culture of safeguarding and recruitment processes in the school, and to promote the wellbeing of the pupils more effectively. Progress has been made which has had a positive impact on pupils' wellbeing, but the full implementation of the plan has not yet been achieved.

### 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 and staff code of conduct are up to date and contain all required information and guidance, including the school's policy for online safety, appropriate to the school [paragraph 7(a) and (b); EYFS 3.7].
- The school must ensure that staff understand the contents of the low-level concerns policy and that a record of such concerns is kept as required [paragraph 7(a) and (b); EYFS 3.7].
- The school must ensure that all recruitment checks are carried out systematically, including checks of employment history and against the list of those prohibited from teaching, before adults begin working in the school [paragraph 7(a) and (b); EYFS 3.7 and 3.9].
- The school must give effective consideration to conducting online searches of short-listed candidates before conducting employment interviews [paragraph 7(a) and (b); EYFS 3.7 and 3.9].
- The proprietor must exercise adequate oversight of safeguarding, including the school's safeguarding policy and procedures and those for safer recruitment [paragraph 7(a) and (b); EYFS 3.7 and 3.9].

#### **ISSR Part 8, Quality of leadership and management, paragraph 34**

- The proprietor must ensure that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards and requirements, particularly those relating to safeguarding, are consistently met, and they actively promote the wellbeing of the pupils [paragraph 34(1)(a), (b) and (c)].

## **4. Summary of evidence**

- 4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with the chair of governors. They talked with groups of pupils and scrutinised a range of documentation, records and policies.