



**ISI** Independent  
Schools  
Inspectorate

## REGULATORY COMPLIANCE INSPECTION

**Orley Farm School**

**MAY 2017**



## School's details

<b>School</b>	Orley Farm School			
<b>DfE Number</b>	310/6003			
<b>Registered charity number</b>	312637			
<b>Address</b>	South Hill Avenue Harrow Middlesex HA1 3NU			
<b>Telephone number</b>	0208 869 7600			
<b>Email address</b>	headsqa@orleyfarm.harrow.sch.uk			
<b>Headteacher</b>	Mr Tim Calvey			
<b>Chair of governors</b>	Mr Colin Hayfield			
<b>Age range</b>	4 to 13			
<b>Number of pupils on roll</b>	492			
	<b>Boys</b>	305	<b>Girls</b>	187
	<b>EYFS</b>	58	<b>Juniors</b>	434
<b>Pupils' ability</b>	Nationally standardised test data provided by the school indicate that the ability of the pupils is above average.			
<b>Pupils' needs</b>	The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 18. None have a statement of special educational needs or an education, health and care (EHC) plan. Four pupils have English as an additional language (EAL) and three of these receive support.			
<b>History of the school</b>	Orley Farm School is a day school for girls and boys from the ages of 4 to 13, founded in 1850 as a boys' preparatory school, and is located on a 36-acre site in Harrow, Middlesex. The pre-preparatory department, including the Early Years Foundation Stage (EYFS), is housed in its own purpose-built premises on the same site and was opened in 1995.			

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<b>Ownership and governing structure</b>	The school is run by Orley Farm School Trust, with a board of governors that takes responsibility for overall management.
<b>School structure</b>	The school is co-educational and admits pupils from the age of 4 years into the EYFS. Pupils progress into the main school, which caters for those between the ages of 5 – 13 years.
<b>Inspection dates</b>	17 to 18 May 2017

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## PREFACE

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards (“the standards”) in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. The inspection of schools that have early years settings not requiring registration similarly records whether the school complies with key provisions of the Early Years Foundation Stage statutory framework, and for registered settings the full range of the Early Years Foundation Stage provisions is considered. Additionally, the inspection reports on the school’s accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school’s most recent statutory inspection.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework. The inspection may be of COMPLIANCE ONLY or of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards following their inspection may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any un-met standards and any qualitative concerns identified at their previous inspection.

**This is a COMPLIANCE ONLY inspection and as such reports only on the school’s compliance with the standards.** The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

The inspection does not include matters that are outside of the regulatory framework described above, such as:

- (i) the school’s aims;
- (ii) an exhaustive health and safety audit;
- (iii) compliance with data protection requirements;
- (iv) an in-depth examination of the structural condition of the school, its services or other physical features;
- (v) contractual arrangements with parents;
- (vi) an investigation of the financial viability of the school or its accounting procedures.

Where necessary, National Curriculum nomenclature is used to refer to year groups. Links to the full regulations and requirements can be found here: [The Independent School Standards Regulations](#), [Early Years Foundation Stage Statutory Framework](#).

## SUMMARY EVALUATION

**The school meets almost all of the required standards in the schedule to the Education (Independent School Standards) Regulations 2014, relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements. In order to meet all the standards, the school should take immediate action to remedy the deficiencies as detailed below.**

### PART 1

#### Quality of education provided

In the junior school, the school uses its own framework to determine attainment, instead of the national framework.

The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is in place.

**The standards relating to the quality of education [paragraphs 1–4] are met.**

### PART 2

#### Spiritual, moral, social and cultural development of pupils

Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens.

**The standard relating to spiritual, moral, social and cultural development [paragraph 5] is met.**

### PART 3

#### Welfare, health and safety of pupils

Good behaviour is promoted; bullying is prevented so far as reasonably practicable; health and safety requirements are met, including those relating to fire safety; provision is made for first aid. Pupils are properly supervised, admission and attendance registers are maintained, as required, and there is a strategic approach to risk assessment. A disability access plan is in place.

Arrangements are not made to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance. Recruitment checks for some staff and governors, relating to checks against the prohibition from teaching and leadership and management orders have not been correctly undertaken prior to appointment.

**The standards relating to welfare, health and safety [paragraphs 9-16], the requirement of Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996 are met, but that in paragraph 7, safeguarding, is not met.**

#### **Action point 1**

**The school must ensure that it obtains all of the required staffing checks for prohibition from teaching and management prior to appointment. [paragraph 7, (a) and (b)].**

### **PART 4**

#### **Suitability of staff, supply staff, and proprietors**

The school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors and a register is kept as required.

**The standards relating to the suitability of those in contact with pupils at the school [paragraphs 17–21] are met.**

### **PART 5**

#### **Premises of and accommodation at schools**

Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play.

**The standards relating to the premises and accommodation [paragraphs 22–31] are met.**

### **PART 6**

#### **Provision of information**

A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for those with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, and its results in public examinations, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website.

**The standard relating to the provision of information [paragraph 32] is met.**

### **PART 7**

#### **Manner in which complaints are handled**

Parental complaints, if any, are handled effectively through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear time scales, and at the third stage the panel can make findings and recommendations which are communicated to the

complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful.

**The standard relating to the handling of complaints [paragraph 33] is met.**

## **PART 8**

### **Quality of leadership in and management of schools**

The proprietor ensures that the leadership and management actively promote the well-being of the pupils.

The leadership and management do not always demonstrate good skills and knowledge, and fulfil their responsibilities effectively, in that some recruitment checks for prohibition from teaching and management orders had not been carried out prior to appointment, so that other standards are met, consistently.

**The standards relating to leadership and management of the school in sub-paragraph (c) is met but those in sub-paragraphs (a) and (b): knowledge and skills and fulfilment of responsibilities, relating to recruitment checks, are not met.**

#### **Action point 2**

**The proprietor must ensure that leadership and management acquire the skills to fulfil their responsibilities effectively, so that the required staffing checks for prohibition from teaching and management, notably for visiting peripatetic music staff and governors, are undertaken prior to appointment, to enable the standards to be met consistently.**

## **ABOUT THE INSPECTION**

The inspectors observed a small sample of lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with teachers, senior members of staff, governors and with the Chair of the board of governors. They observed a sample of the extra-curricular activities that occurred during the inspection period, and attended registration sessions and assemblies. Inspectors visited the facilities for sick or injured pupils. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the school.

### **Inspectors**

Mr Kerry Lord

Reporting inspector

Mrs Sarah Fisher

Compliance team inspector (Head, IAPS School)