

REGULATORY COMPLIANCE INSPECTION

ST JOHN'S SCHOOL

JANUARY 2017



School's details

Full Name of School	St John's School			
DfE Number	881/6013			
Address	St John's School 47-49 Stock Road Billericay Essex CM12 0AR			
Telephone Number	01277 623070			
Email address	secretary@stjohnsschool.net			
Head	Mrs Fiona Armour			
Proprietor	Mrs Joanne Osen			
Age Range	3 to 16			
Number of pupils on roll	355			
	Boys	203	Girls	152
	Kindergarten	107	Juniors	129
	Seniors	119		
Gender of Pupils	Mixed			
Pupils' Ability	Standardised tests indicate that the ability of the pupils in the junior school is above the national average and that within the senior school it is in line with the national average.			
Pupils' Needs	The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 50, most of whom have some form of dyslexia. No pupil has a statement of special educational needs or an education, health and care (EHC) plan. Sixteen pupils have English as an additional language (EAL), all of whom receive additional language support from their teachers.			
History of the School	The school was founded in 1928 by an Oxford University scholar who named the school after St John's College, which he had attended. The school has been owned by the current proprietor since 1993 and the head was appointed in 2003.			
Ownership and Governing Structure	The proprietor, Mrs Joanne Osen, provides governance for the school and is also the bursar.			

School Structure	The school is divided into three sections: Kindergarten for pupils aged 3 to 7 which incorporates the Early Years Foundation Stage, a junior school for pupils aged 7 to 11 and a senior school for pupils aged 11 to 16.
Inspection Dates	18 to 19 January 2017
Other Useful Information:	i) The school is on one site. ii) The school provides for day pupils only.

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 unmet standards and any concerns about quality 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 remaining standards and requirements are deemed to be met unless evidence to the contrary has been found.

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, and 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 deficiency as detailed below.

PART 1

Quality of education provided

In the junior school, where National Curriculum tests were taken at the end of Year 6 in 2014, pupils' attainment was above the national average for maintained schools.

At GCSE, in the years 2014 and 2015, pupils' performance was in line with the national average for maintained schools.

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 pupil 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

Arrangements are made to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance; good behaviour is promoted; 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.

The school has not been successful in implementing an effective anti-bullying policy. This is illustrated by reported cases in the school's own records, particularly in Years 10 and 11, and the responses of a small

minority of parents and a minority of pupils to the pre-inspection questionnaire in which they indicated dissatisfaction with the measures taken. Inspection evidence showed that a number of the reported incidents had not been satisfactorily resolved and that the school did not have a consistent approach to monitoring incidents in order to identify patterns and develop appropriate preventative measures.

The standards relating to welfare, health and safety in paragraphs 7 and 9, and in paragraphs 11 to 16, together with the requirement of Schedule 10 of the Equality Act 2010 (accessibility plan) and the ban on corporal punishment under section 548 of the Education Act 1996, are met but that relating to paragraph 10 (bullying) are not met.

Action point 1

- **the school must ensure that an effective anti-bullying policy is implemented [paragraph 10].**

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 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 for whom English is 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 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 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 standard relating to leadership and management of the school [paragraph 34] is met.

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 and with the proprietor. They observed a sample of the extra-curricular activities that occurred during the inspection period, and attended registration sessions. Inspectors visited the facilities for sick or injured pupils. The responses of parents and pupils to inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the school.

Inspectors

Mr George Fisher

Reporting Inspector

Mr Brendan Stones

Compliance Team Inspector (Deputy Headmaster,
HMC school)