



ISI Independent
Schools
Inspectorate

Report for an Additional Inspection

Cricklade Manor Preparatory School

September 2021

School's details

School	Cricklade Manor Preparatory School			
DfE number	865/6028			
Address	Cricklade Manor Preparatory School Manor House Calcutt Street Cricklade Swindon SN6 6BB			
Telephone number	01793 750275			
Email address	office@crickladedemanor.com			
Headmaster	Mr Guy Barrett			
Proprietor	Mr Sam Antrobus			
Age range	2 to 11			
Number of pupils on roll	222			
	EYFS	94	Juniors	128
Date of visit	15 September 2021			

1. Introduction

Characteristics of the school

- 1.1 Cricklade Manor Preparatory School is an independent co-educational day school for pupils aged between 2 and 11 years. Previously known as Prior Park Preparatory School, the school joined the Wishford Schools group owned by the proprietor in autumn 2017 and was relaunched with its new name in January 2018. The school is governed by the Wishford Schools executive team.
- 1.2 The school has identified 30 pupils as having special educational needs and/or disabilities (SEND), all of whom receive additional specialist help. One pupil in the school has an education, health and care plan. English is an additional language (EAL) for ten pupils. The school's previous inspection was a regulatory compliance inspection January 2020.

Purpose of the visit

- 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 are the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 9 (behaviour)	Met
Part 3, paragraph 10 (bullying)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

Safeguarding implementation

- 2.3 The school meets the standard.
- 2.4 Implementation of the school's safeguarding procedures is effective in providing appropriate support for pupils' needs.
- 2.5 Safeguarding procedures are implemented to safeguard children at risk and those in need. Staff show effective understanding of their responsibilities, including in those areas which are the focus of most recent changes in safeguarding guidance, in particular elements of peer-on-peer abuse, including sexual harassment. Suitable recruitment procedures for staff are included within the safeguarding policy. Staff show appropriate awareness of the staff code of conduct and safeguarding procedures. In discussions, staff showed effective understanding of the training they have received in these areas, including the most recent training which reflected the new elements in *Keeping Children Safe in Education* (KCSIE) 2021. They are aware of the action needed to challenge socially unacceptable behaviour or language towards different gender.
- 2.6 The safeguarding policy includes suitable definitions of abuse and appropriate guidance regarding possible abuse by one or more pupils against another pupil, including linking such abuse to bullying. Appropriate risk assessment procedures are provided for determining when immediate action is required in such cases, including referral to local agencies. The school has an effective understanding of the local guidance on reporting peer-on-peer abuse. Discussion with the designated safeguarding lead (DSL) for the school confirmed that pupils receive help to address risks and prevent issues escalating. The DSL acts on the early signs of risk or need and ensures the school listens to the views of individual pupils as required by KCSIE and provides them with a response. This is confirmed in written evidence from suitable records. These records show that the school makes informed judgements on whether to refer, seek advice, or deal with issues internally. Such records are kept confidential. Staff are aware of referral procedures, including who to go to if they have a concern or receive a disclosure and that they can make a referral to local children's services or the police if necessary. In discussions they expressed confidence in the effectiveness of the school's whistleblowing procedures and showed understanding of how to operate these. Effective communication is maintained with parents where appropriate and staff are clear that they cannot promise confidentiality if a parent makes a disclosure which requires action to be taken by the DSL or external agencies. Pupils receive guidance on staying safe and show understanding of what they have been taught, including in relation to e-safety, and monitoring and filtering of technology is effective. Pupils report that there are no unsafe places in the school, and they felt listened to.
- 2.7 The safeguarding policy gives contact details for required local agencies. Arrangements for handling allegations against staff are included in safeguarding procedures; they include seeking immediate advice from the local authority designated safeguarding officers (LADO). The school understands its role in reporting any person whose services are no longer used where referral criteria are met to the Disclosure and Barring Service (DBS) and/or the Teacher Regulation Agency (TRA). Alternative persons of appropriate status are provided in the absence of the DSL.

- 2.8 The annual review of safeguarding is appropriate with the most recent review of policy undertaken in September 2021. There is regular contact between those with safeguarding responsibilities and a nominated person appointed by the proprietor to liaise regarding safeguarding. When incidents linked to safeguarding occur, they are communicated to the executive team through regular reports. The proprietor and nominated person have an effective working relationship with local safeguarding partners, including the LADO.
- 2.9 The training for the DSL and deputies is appropriate. Training is held in the school for teaching and non-teaching staff. Training is of sufficient quality and scope and staff understanding is checked appropriately. Central records of staff attendance at training are kept systematically and these enable any staff who miss training to receive appropriate alternative guidance.

Welfare, health and safety of pupils – behaviour [ISSR Part 3, paragraph 9]

- 2.10 The school meets the standard.
- 2.11 A suitable behaviour policy is in place, and it is implemented effectively. It includes a clear code of conduct for pupils. Records of misbehaviour are detailed, allowing trends to be identified and the effectiveness of sanctions to be evaluated. Appropriate adjustments are made for pupils with behavioural or other needs. The school promotes respect of those with protected characteristics through its behaviour policy, including between different genders, and has defined levels of behaviour that guide decisions when individual incidents arise. Incidents are thoroughly investigated, and potential safeguarding implications are always considered. The policy on rewards and sanctions is well balanced and makes clear that personal circumstances might require more of a restorative process rather than a punitive one.

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

- 2.12 The school meets the standard.
- 2.13 The school has an appropriate anti-bullying policy which is implemented effectively. Training for staff and guidance for pupils is effective. Pupils report that they rarely come across bullying. Records of any that does occur are congruent with other behaviour and safeguarding records, and there is a clear understanding that peer-on-peer abuse must be considered as a potential safeguarding issue. When incidents do occur, the well-being of both alleged victim and alleged perpetrator are given a high priority.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.14 The school meets the standard.
- 2.15 The school has a suitable health and safety policy and procedures are implemented and monitored. A tour of the school buildings and grounds reflected that the provision of a safe environment for pupils is given appropriate focus by the school's leadership.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]

- 2.16 The school meets the standard.
- 2.17 Arrangements for supervision are well documented and planned to ensure that pupils should be safeguarded. Areas and times of supervision are adjusted in the light of any incidents that occur.

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

- 2.18 The school meets the standard.
- 2.19 A risk assessment policy clearly describes the lines of responsibility and the approaches taken. There are appropriate assessments of risk for in school activities and school visits, and for the behavioural and safeguarding needs of individual pupils.

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

- 2.20 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.

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

- 2.21 The school meets the standard.
- 2.22 Those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that the independent school standards are consistently met, and the well-being of pupils is actively promoted. The proprietor has in place procedures which are implemented effectively to allow the executive team to monitor compliance with the standards.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, and requirements of the Early Years Statutory Framework, and no further action is required as a result of this visit.

4. Summary of evidence

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