ISI Independent Schools Inspectorate

Report for an Additional Inspection

Waverley School

September 2019

School's details

School	Waverley School
DfE number	872/6003
Registered charity number	309102
Address	Waverley School Waverley Way Finchampstead Wokingham Berkshire RG40 4YD
Telephone number	0118 973 1121
Email address	info@waverleyschool.co.uk
Headteacher	Mr Guy Shore
Chair of governors	Mr Blair Jenkins
Age range	0 to 11
Number of pupils on roll	228
	EYFS 101 **Pre-prep** 56
	Prep 71
Date of visit	25 September 2019

1. Introduction

Characteristics of the school

1.1 Waverley School is a co-educational day school for pupils between the ages of three months and eleven years. In 2011, the school became an independent charitable trust and is governed by five trustees. The school is organised into three sections: a Nursery; a Pre-Prep, for children in Reception and also pupils in Years 1 and 2; and a Prep section, for pupils in Years 3 to 6. The number of pupils requiring support for special educational needs and/or disabilities is 23. There are two pupils with education, health and care plans and there are three pupils for whom English is an additional language. The previous ISI inspection was a regulatory compliance inspection in October 2017. The school also received a progress monitoring visit in May 2018.

Purpose of the visit

1.2 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 visit	Team judgements
Part 3, paragraph 7; EYFS 3.4, 3.5, 3.9 and 3.14 (safeguarding)	Not met
Part 4, paragraphs 18 to 21 (suitability of staff and proprietors, single central register)	Met
Part 6, paragraph 32 (1)(c) (provision of safeguarding policy)	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 3.4, 3.5, 3.8 and 3.14]

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 does not meet the standard and the requirements.

2.4 Suitable recruitment procedures for staff are detailed in both the safeguarding policy and a separate recruitment policy. However, these procedures are not implemented rigorously or in line with current statutory guidance. A few staff have not been checked before they commence employment against the list of those prohibited from teaching and some governors and senior managers had not been checked against the list of those prohibited from management.

2.5 In all other respects, the implementation of the school's safeguarding procedures is effective in providing appropriate support for the needs of pupils of all ages. Procedures are implemented to safeguard children at risk and there is clear evidence of early intervention for pupils potentially in need. Staff show effective understanding of their responsibilities, including in those areas which are the focus of most recent changes in safeguarding guidance. Staff show appropriate awareness of the staff code of conduct, in particular the use of mobile telephones and cameras. They are aware of safeguarding procedures, of who to go to if they have a concern or receive a disclosure and also that they can make a referral to children's services if necessary. The training for the designated safeguarding lead (DSL) is appropriate. All teaching and non-teaching staff complete annual training and, in addition, there is evidence of regular updates. Staff understanding is checked appropriately.

2.6 The safeguarding policy includes suitable definitions of abuse. It provides appropriate guidance regarding possible abuse by one or more pupils against another pupil, including linking such abuse to bullying. The head, who is the DSL, has an effective understanding of the local guidance and the role of local safeguarding partners. Records confirm that pupils receive suitable help to address risks and prevent issues escalating. No referrals have been made since the previous inspection. Effective communication is maintained with parents unless inappropriate, 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 show understanding of what they have been taught in relation to e-safety; monitoring and filtering of technology is effective.

2.7 The safeguarding policy gives contact details for required local agencies. Arrangements for handling allegations against staff are included in safeguarding procedures. 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 or in the case of allegations against the head. Since the previous inspection, no referrals have been made.

2.8 An annual review of safeguarding, using the local authority's audit, is undertaken annually. However, the most recent review lacked the rigour needed to have identified inconsistencies in the implementation of the recruitment policy.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18, 20 and 21]

2.9 The school meets the standards.

2.10 The school makes appropriate checks to ensure the suitability of staff, proprietors, and contractors. The school does not employ supply staff. Although some checks have not been carried out before staff start work, as required and as reported above, all checks indicate that staff and proprietors are suitable to work with children. All required checks are now recorded accurately in the single central register of appointments (SCR).

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

2.11 The school meets the requirement.

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.

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

2.13 The school does not meet the standard.

2.14 Those with leadership and management responsibilities demonstrate many skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that most of the independent school standards are consistently met, and the well-being of pupils is actively promoted. Appropriate procedures are implemented effectively, for the most part, which allow governors to monitor compliance with regulations and EYFS requirements. However, the procedures have lacked the detailed rigour necessary for errors in recruitment procedures to be identified.

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; EYFS 3.9

- Ensure that all appropriate recruitment checks are completed before appointment, notably those for prohibitions from teaching and management, where necessary [paragraphs 7(a) and (b); EYFS 3.9].

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

- Ensure that appropriate procedures are implemented which allow governors to monitor compliance with regulations and EYFS requirements [paragraphs 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.