



ISI Independent
Schools
Inspectorate

Advice Note for a Material Change Visit

Emanuel School

February 2022

School's details

School name	Emanuel School			
DfE number	212/6292			
Registered charity number	1181012			
Address	Emanuel School Battersea Rise London SW11 1HS			
Telephone number	0208 870 4171			
Email address	enquiries@emanuel.org.uk			
Headmaster	Mr Robert Milne			
Chairman of Trustees	Mr Markus Jaigirder			
Age range	10 to 18			
Number of pupils on roll	1050			
	Juniors (Y6)	48	Seniors (Y7–11)	736
			Sixth Form	266
Date of visit	16 February 2022			

1. Introduction

Characteristics of the school

- 1.1 Emanuel School is a co-educational day school located in a residential area of Battersea, London. Founded in 1594, the school moved to its present site in 1883. It is part of the United Westminster and Grey Coat Foundation, whose trustees have appointed a local governing body. It comprises the lower school, for pupils aged from 10 to 13 years; the middle school, for pupils aged 13 to 16 years; and a sixth form. The school has 143 pupils who require support for special educational needs and/or disabilities (SEND). No pupils have an education, health and care plan. There are 106 pupils who speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in February 2019.

Purpose of the visit

- 1.2 This was an announced material change visit at the request of the Department for Education (DfE) to assess the school's proposal to increase school numbers to 1100. The visit focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23 to 29 (premises and accommodation)	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 all aspects of the school's safeguarding procedures is effective in providing appropriate support for the needs of pupils. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.
- 2.5 Safeguarding procedures are implemented to safeguard children at risk and those in need. The school has responded strongly to media reports of sexual harassment and violence. It has worked closely with pupils to ensure that their views and opinions are integrated into measures to further refine the ways in which concerns can be shared.
- 2.6 Staff show effective understanding of their responsibilities, including with regard to child-on-child abuse and any such abuse linked to respect for those with protected characteristics or pupils with SEND. Staff show appropriate awareness of the staff code of conduct, whistleblowing policy, both of which are suitable, and safeguarding procedures. They have a suitable knowledge of the thresholds for reporting potential issues and allegations of sexual harassment. Staff are aware of who to go to if they have a concern or receive a disclosure and also that they can make a direct referral to children's services if necessary. They take appropriate action when necessary.
- 2.7 The safeguarding policy includes suitable definitions of abuse and has been reviewed in line with updated statutory guidance. It provides appropriate guidance regarding possible child-on-child abuse including linking such abuse to bullying. 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 and refers the early signs of risk or need, monitors any potential for radicalisation, and ensures the school listens to the views of individual pupils as required by *Keeping Children Safe in Education*. This is confirmed in written evidence from suitable records. Effective and timely communication is maintained with parents. The visit took place during half-term and so no pupils were available for interview. Feedback responses by pupils in school surveys confirm that they receive guidance on staying safe and show understanding of what they have been taught, including in relation to e-safety. Monitoring and filtering of technology is effective. The physical and mental health of all pupils involved in any incident are given a high priority, and the school provides a professional counselling service.
- 2.8 The safeguarding policy gives contact details for required local safeguarding partners. Suitable recruitment procedures for staff are outlined within the safeguarding policy and detailed in a separate recruitment policy. The training for those with specific safeguarding responsibilities is in line with local requirements and statutory advice and up to date. Training in safeguarding for teaching and non-teaching staff is of sufficient quality and frequency. Central records of staff attendance at training are kept systematically.
- 2.9 Suitable arrangements for handling allegations against staff, senior leaders or the governors, and potential misconduct, are included in safeguarding procedures; they include seeking immediate advice from the local authority designated safeguarding officer (LADO). Records show that procedures are

followed effectively, and the school follows up actions promptly. The school understands its role in reporting any person to relevant regulatory bodies if circumstances require it.

- 2.10 A governor with appropriate expertise maintains a close working contact with the DSL and annually conducts a review of the effectiveness of the safeguarding arrangements on behalf of the governors.

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

- 2.11 The school meets the standard.
- 2.12 The proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy. Records show that testing of electrical, water and other utilities is regularly undertaken. Staff are effectively trained in health and safety and deal promptly and appropriately with accidents if they occur, including through the reporting of serious accidents. Systematic records ensure trends are identified and steps taken to mitigate recurrence of any health and safety issues. Health and safety considerations have been integrated in the planning for an extended building. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]

- 2.13 The school meets the standard.
- 2.14 The school has a fire risk (prevention) policy which includes the elimination or reduction of risks from dangerous substances. A fire risk assessment of all buildings has been undertaken by a suitably qualified person. Fire procedures are understood by, and training provided for, staff. Termly fire drills are carried out and recorded. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.15 The school meets the standard.
- 2.16 Pupils are properly supervised by qualified and trained staff. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.17 The school meets the standard.
- 2.18 The risk assessment policy clearly describes the lines of responsibility and the approaches to be taken to identify and mitigate risk. There are appropriate assessments of risk for premises, in-school activities, school visits, and for the needs of individual pupils both while in school and in the surrounding area. Suitable action is taken to mitigate risks identified. Risk assessment approaches link tightly with those to safeguarding. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.19 The school meets the standards.
- 2.20 All the required checks on staff, governors, and supply staff are carried out and completed before they take up their posts. Contractors send the school up-to-date information on checks they have

undertaken on their employees, and the school makes appropriate further checks on arrival. The arrangements are likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

- 2.21 The school maintains correctly an accurate single central register of appointments which includes the dates on which all checks have been completed.

Premises and accommodation [ISSR Part 5, paragraphs 23 to 29]

- 2.22 The school meets the standards.
- 2.23 Suitable toilet and changing facilities, and showering facilities where required by the standard, and appropriate accommodation for pupils' medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; and water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play. The school is in the process of expanding and improving its off-site facilities. The provision, including the new extension, is likely to be sufficient to meet the needs of the envisaged increase in pupil numbers.

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

- 2.24 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]

- 2.25 The school meets the standard.
- 2.26 Appropriate procedures are implemented which ensure that the senior leaders and governors manage safeguarding and welfare arrangements and monitor compliance with standards and other statutory advice. This includes those concerned with safeguarding, staff recruitment and pupil behaviour. In this way the leadership and management fulfil their responsibilities effectively so that the independent school standards are met consistently, and the well-being of pupils is promoted effectively. The strategic and operational planning for the proposed increase in numbers similarly promotes the well-being of pupils.

3. Recommendation with regard to material change request

3.1 It is recommended that the school's request to increase its numbers to 1100 be approved.

4. Summary of evidence

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with the chair of governor. He visited different areas of the school, looked at plans for the new extension, and analysed feedback from pupils to school surveys. He scrutinised a range of documentation, records and policies.