



ISI Independent
Schools
Inspectorate

Material Change Inspection Report

Greenwich Steiner School

February 2023

School's details

School	Greenwich Steiner School			
DfE number	203/6299			
Registered charity number	1075981			
Address	Greenwich Steiner School Woodlands 90 Mycenae Road Blackheath London SE3 7SE			
Telephone number	0208 858 4404			
Email address	admin@greenwichsteinerschool.org.uk			
Executive Principal	Mr Allan Osbourne			
Chair of governors	Mr Bastien Hibon			
Proprietor	Greenwich Steiner School Initiative			
Age range	3 to 18			
Number of pupils on roll	182			
	EYFS	62	Lower	65
	Middle	29	Upper	26
Date of visit	20 February 2023			

1. Introduction

Characteristics of the school

- 1.1 Greenwich Steiner School is an independent co-educational day school situated in Blackheath, London. A registered charity, the school is overseen by the company directors as trustees. The school follows the Steiner Waldorf curriculum. The school has four sections: an Early Years Foundation Stage (EYFS) setting; the lower school for pupils in Years 2 to 6; the middle school for those in Years 7 to 9; and the upper school for those in Years 10 to 13. The pupils are predominantly accommodated at the Woodlands site. The upper school is accommodated for some classes in rooms in the nearby Charlton House, part of the Royal Greenwich Heritage Trust and a Grade 1 listed building. The school has 17 pupils who require support for special educational needs and/or disabilities (SEND) and 4 have an education, health and care plan. There are 72 pupils who speak English as an additional language (EAL). The school's previous inspections were a regulatory compliance inspection which took place in September 2021, followed by a progress monitoring inspection in April 2022, and a material change inspection in July 2022.

Purpose of the inspection

- 1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase the capacity of the school from 200 to 230 pupils. The proposed increase does not intend a significant increase in the numbers of children in the EYFS setting. This area was not included within the focus of the inspection. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which are the focus of the inspection	Team judgements
Part 3, paragraphs 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 the pupils. The current arrangements are sufficient to meet the needs of the proposed increase in pupil numbers.
- 2.5 Staff demonstrate appropriate knowledge of safeguarding procedures including those for children missing in education. They understand the staff code of conduct and the school's whistleblowing procedures. Staff show suitable understanding of their responsibilities and fulfil them effectively. Records of training attendance are kept appropriately. They demonstrate a suitable knowledge of the thresholds for reporting potential issues, including child-on-child abuse. Staff know who to go to if they receive a disclosure or have a concern and are aware that they can make a direct referral to children's services if necessary. The safeguarding policy provides appropriate contact details for local agencies.
- 2.6 Discussions with the designated safeguarding lead (DSL), who is also the head, confirm that pupils receive guidance on how to respond to issues if they arise. Training for staff is of sufficient frequency and quality and those with specific safeguarding responsibilities have training in line with statutory advice and local requirements. The DSL is suitably supported by a number of deputy DSLs.
- 2.7 Staff, including senior leaders, listen to the views of the pupils effectively. Methods include an anonymous online mechanism where pupils can talk directly with a member of the safeguarding team. The DSL acts immediately on any early signs of risk and monitors pupils through suitable systems which are shared with the staff and governors as appropriate. Pupils confirm that they feel listened to by the school, as required by *Keeping Children Safe in Education*. They receive a response if they raise a concern and suitable action is taken. Referrals to children's services and the local authority designated safeguarding officer (LADO) are detailed and timely and the school has a suitable relationship with outside agencies. Safeguarding and behavioural records are comprehensive. Pupils are supported in learning how to keep themselves safe, including online, through appropriate monitoring and the filtering of technology. Pupils do not use computers at school until Year 7.

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

- 2.8 The school meets the standard.
- 2.9 The school has drawn up suitable health and safety procedures for both the Woodlands and the Charlton House site. The school works closely and effectively with the management and health and safety teams at the Charlton House site to ensure that the provision meets the required standards whilst observing the requirements of the site's listed status. The school implements its procedures and acts appropriately on advice from specialists to ensure that all the relevant health and safety requirements are met. This includes ensuring appropriate security measures are implemented at both

sites. Staff training is in line with requirements and governor oversight supports the needs of the school. The arrangements are sufficient to meet the needs of the proposed number of additional pupils.

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

- 2.10 The school meets the standard.
- 2.11 The school has an appropriate fire prevention strategy which covers both sites. A suitably qualified person has carried out an effective fire risk assessment. There is a specific fire risk assessment for the Charlton House site that is fit for purpose. Fire prevention measures are understood effectively by staff and pupils following suitable training. Regular fire drills are undertaken at both sites. The arrangements are sufficient to meet the needs of the proposed number of additional pupils.

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

- 2.12 The school meets the standard.
- 2.13 Pupils at all ages of the school are properly supervised by suitably qualified and trained staff. Additional staff supervise outdoor play due to the particularly open nature of where the pupils play and have games and due to public access. Senior leaders ensure that they are present at the Charlton House site when pupils are outside. If pupils are under 16 and travelling between the sites they are always accompanied. The arrangements are sufficient to meet the needs of the proposed number of additional pupils.

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

- 2.14 The school meets the standard.
- 2.15 Senior leaders ensure effective risk assessments are made for buildings and educational visits as well as for games and play time. Assessments are clear. They identify risks appropriately and include measures to be taken to mitigate the risk. Senior leaders work effectively with the managers at the Charlton House site to ensure the documentation of risk and mitigation practices meet the requirements. They are aware of any risks in the immediate surroundings of the school buildings and make appropriate adjustments in procedures as a result. Risk assessments for vulnerable pupils are managed suitably through health care plans and shared at regular staff meetings. The arrangements are sufficient to meet the needs of the proposed number of additional pupils.

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

- 2.16 The school meets the standards.
- 2.17 All required checks on staff and members of the proprietorial body are carried out and completed before they take up their positions. The arrangements are sufficient to meet the needs of the additional pupils.
- 2.18 The school maintains a comprehensive and accurate single central register of appointments which includes the dates on which the checks have been completed.

Premises and accommodation – toilets and changing accommodation; medical facilities; maintenance; acoustics; lighting; water supply and outdoor space [ISSR Part 5, paragraphs 23–29]

- 2.19 The school meets the standard.
- 2.20 Suitable toilet facilities which are for pupils' sole use are provided at both sites. Showering facilities where required by the standard are provided at the Woodlands site, and are accessible for all pupils in the school. Appropriate accommodation for pupils' medical and therapy needs is provided. Both premises are maintained to a suitable standard; acoustics and lighting are appropriate; and water provision is adequate. There is suitable outdoor space for physical education and outdoor play. The current arrangements are sufficient to meet the needs of the proposed number of additional pupils.

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

- 2.21 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]

- 2.22 The school meets the standard.
- 2.23 The proprietor and senior leaders manage safeguarding and welfare arrangements effectively and monitor compliance with the standards and other statutory advice. They implement suitable policies, practices and procedures to enable this. The leadership and management fulfil their responsibilities effectively so that the independent school standards are consistently met and the pupils' wellbeing is supported. They have planned effectively for the proposed increase in numbers and for the school's use of accommodation for teaching in Charlton House. The proposed increase in numbers is manageable within the current structures of the school.

3. Recommendation with regard to material change inspection

Recommendation

- 3.1 It is recommended that the school's request to increase its numbers to 230 be approved as planning for the proposed increase is suitable.

4. Summary of evidence

- 4.1 The inspector held discussions with the executive principal, senior leaders and other members of staff and met with a group of governors. She visited different areas of the school on both school sites and talked with groups of pupils. She scrutinised a range of documentation, records and policies.

Inspectors

Miss Sue Duff

Reporting inspector