

DITCHAM PARK SCHOOL

Ditcham Park, Petersfield, Hampshire, GU31 5RN

05 SEPTEMBER 2017

CHARACTERISTICS OF THE SCHOOL

Ditcham Park School is a co-educational day school for pupils aged from 4 to 16 years. The school was founded in 1996 on its present site, and the current headmaster took up his post in April 2017. It is a charitable company overseen by a board of governors. There are currently 369 pupils on roll. The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 87. They require support with dyslexia, dyspraxia and other learning difficulties. No pupils have a statement of special educational needs, an education, health and care (EHC) plan, or English as an additional language (EAL). The previous ISI regulatory compliance inspection of Ditcham Park School took place on 15 to 16 February 2017.

PURPOSE OF THE VISIT

This was an unannounced progress monitoring visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the previous inspection. The focus of the visit was on safeguarding pupils; the suitability of staff, supply staff and proprietors; the provision of information; the manner in which complaints are handled; and the quality of leadership and management.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7(a) and (b); EYFS 3.4 to 3.8; Provision of information to parents [ISSR Part 6, paragraph 32(1)(c)]

The regulation and requirements are met.

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.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. It has regard to the most recent statutory guidance, *Keeping Children Safe in Education 2016 (KCSIE) (September 2016)*. The policy identifies a governor with responsibility for the oversight of safeguarding, and is further supported by suitable guidance covering managing disclosure and listening to children, the safe recruitment of staff, whistleblowing, a staff code of conduct and information on how pupils are educated about online safety.

The school implements the safeguarding policy effectively and in line with current statutory guidance. Safeguarding procedures are well managed and follow the local authority guidance, ensuring the welfare of pupils. Appropriate procedures are in place to support pupils at risk and also in need. There are suitable arrangements

for listening to pupils. Child protection records are held securely with the required confidentiality. The designated safeguarding lead (DSL) and deputy DSLs have recent safeguarding training, including inter-agency training, approved by the local authority.

All other staff receive regular safeguarding training, which includes the dangers of extremism and radicalisation. They understand their responsibilities and are aware of how to refer concerns. They understand that anyone can make a referral to the children's services. Arrangements are made for suitable induction training. All staff have received a copy of KCSIE Part 1, which includes Annex A. Staff report that they receive informal updates from the DSL and additional on-line training to confirm their understanding of procedures. Appropriate and thorough records of staff training are maintained.

Staff understand proper procedures for reporting any allegations about staff that may come to their attention. Leaders understand the need to report any allegations against staff to the Disqualification and Barring Service (DBS) and/or the National College for Teaching and Leadership (NCTL) when appropriate.

The safeguarding governor meets with the DSL regularly, conducts a safeguarding audit, and reports back to the main board. Governors formally review the school's policy and arrangements at least annually.

The school has ensured that it follows current regulatory guidance in relation to recruitment procedures for staff, including checks against the prohibition from management list.

The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(a to e), 18(3), 20(5)(a) to 20(6)(b), 21(1 to 6)]

The regulations and requirements are met.

The governors and leadership ensure that the school makes appropriate checks on the suitability of staff, supply staff, and proprietors, and that a register is kept as required. The register and individual staff files are organised systematically and clearly record the dates when the appropriate checks have been made. Staff appointed since the previous inspection been checked appropriately and as required. In particular, the school has ensured that it has carried out the required recruitment checks against the prohibition from management list to determine the suitability of staff before appointment. It has taken effective action to remedy deficiencies in the single central register identified during the previous inspection.

Manner in which complaints are handled [ISSR Part 7, paragraphs 33(c, j and i) and 33 (j)(ii)]

The regulation and requirements are met.

The governors have ensured that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). The school's arrangements set out clear timescales for the management of a complaint at each stage. The school keeps a written record of all formal complaints and whether they are resolved following a formal procedure or proceed to a panel hearing, and of action taken by the school as a result of a formal complaints, regardless of whether they are upheld.

Quality of leadership and management [ISSR Part 8, paragraph 34(1)(a), (b) and (c)]

The regulation is met.

The governors ensure 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 governors and school leaders and managers have ensured that the school has successfully implemented the action plan submitted following the previous inspection.

REGULATORY ACTION POINTS

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014 and the Early Years Statutory Framework 2017.