



ISI Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

Francis Holland School (Sloane Square)

October 2022

School's details

School	Francis Holland School (Sloane Square)			
DfE number	213/6046			
Registered charity number	312745			
Address	Francis Holland School Sloane Square 39 Graham Terrace London SW1 8JF			
Telephone number	02077 302971			
Email address	office@fhs-sw1.org.uk			
Headmistress	Mrs Lucy Elphinstone			
Chair of governors	Mr Patrick Sherrington			
Age range	4 to 18			
Number of pupils on roll	739			
	EYFS	22	Juniors	143
	Seniors	431	Sixth Form	143
Date of inspection	4 October 2022			

1. Introduction

Characteristics of the school

- 1.1 Francis Holland School, Sloane Square is one of two independent day schools for female pupils in central London that are jointly administered and governed by a charitable trust. Pupils aged 4 to 11 years attend the junior school which includes an Early Years Foundation Stage (EYFS) setting. Those aged between 11 and 18 years attend the senior school. Both sections are located on the same site. The school has identified 113 pupils who receive support for special educational needs and/or disabilities (SEND). No pupils have an education, health and care (EHC) plan. English is an additional language (EAL) for 211 pupils. The school's previous inspection was a regulatory compliance inspection on 1 to 3 December 2021.

Purpose of the inspection

- 1.2 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection on 1 to 3 December 2021. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework.
- 1.3 Additionally, this inspection serves as the conclusion of the material change inspection carried out in December 2021. This assessed the school's proposal to increase the total number of pupils from 600 to 720 and open additional premises as a sixth-form centre.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	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 The school implements its safeguarding arrangements effectively. Pupils confirm that they feel safe in school and that they have many adults to whom they can speak if they have any concerns. When they do express concerns, staff respond appropriately and take suitable action. There are appropriate policies in place to promote pupils' online safety and the school has effective filters and monitoring systems for the internet. Pupils confirm that they are suitably educated about online risks. They understand how to stay safe online.
- 2.5 Staff understand the core messages of the school's code of conduct. They state clearly their willingness to report any concerns they may have. They show suitable understanding of whistleblowing procedures and are confident to use them. The designated safeguarding lead (DSL) and deputies have appropriate advanced training for their roles. They ensure that suitable and regular training is provided for all staff which enables up-to-date awareness of any changes to statutory guidance. Recent training has focused on the reporting of staff allegations and low-level concerns as well as on child-on-child abuse. Records of training are kept centrally and record how any absences are followed up. All governors have received safeguarding training. There are now two governors with specific responsibilities for safeguarding on the board.
- 2.6 Senior leaders and governors respond appropriately and promptly to any safeguarding incidents. They refer to relevant agencies, including the police, any which meet the threshold of significant harm. All behavioural and safeguarding incidents are recorded centrally and effectively. This enables patterns to be identified. Documentation of any such incidents is thorough and well organised. It provides clear evidence that senior leaders take timely actions. Any low-level concerns or allegations against adults working with children are now correctly managed. The headmistress seeks advice promptly and appropriately from the LADO before carrying out any investigation. The chair of governors understands how to act should there be an allegation about the headmistress.
- 2.7 The safeguarding governors provide regular and effective support and challenge to the DSL and her team and keep other governors informed appropriately. There is an annual review of safeguarding by governors which demonstrates effective oversight. Governors ensure appropriate recruitment procedures operate for all new staff.

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

- 2.8 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]

- 2.9 The school meets the standard.

- 2.10 Governors and school leaders have successfully implemented the actions required as a result of the previous inspection. School leaders demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. They actively promote the wellbeing of pupils.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this inspection, 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 inspection.

4. Recommendation with regard to material change inspection

Summary of findings

- 4.1 The previous inspection in December 2021 assessed the school's proposal to increase its capacity from 600 to 720 and to move its sixth-form centre into a newly acquired and refurbished building. This building has seven classrooms and one laboratory as well as a common room and catering facilities. It contains ample toilets, showers and changing rooms, appropriate to the ages of the pupils who will use it. School numbers have been increasing steadily over many years so there are sufficient staff in place. The senior school has moved from a three-form to a four-form entry, thus making use of the classrooms which have become available.

Recommendation

- 4.2 It is recommended that the request for a material change in the number of pupils from 600 to 720 and the use of a newly acquired and refurbished building as a sixth-form centre be granted.

5. Summary of evidence

5.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with the safeguarding governor and the chair of governors. They talked with groups of pupils and scrutinised a range of documentation, records and policies.

Inspectors

Mrs Kate McCarey

Reporting inspector

Mrs Jan Preece

Assistant reporting inspector