



ISI Independent
Schools
Inspectorate

Report for a Progress Monitoring Visit

Rosemead Preparatory School and Nursery

January 2020



School's details

School	Rosemead Preparatory School and Nursery			
DfE number	208/6151			
Registered charity number	268482			
Address	Rosemead Preparatory School and Nursery 70 Thurlow Park Road London SE21 8HZ			
Telephone number	0208 670 5865			
Email address	dawn.stewart@rosemeadprepschool.org			
Headteacher	Mr Philip Soutar			
Chair of governors	Mr Gavin Knott			
Age range	2 to 11			
Number of pupils on roll	325			
	EYFS	55	Pre-prep	66
	Prep	204		
Date of visit	23 January 2020			

1. Introduction

Characteristics of the school

- 1.1 Rosemead Preparatory School and Nursery is a co-educational day school for pupils aged between two and eleven years. Founded in the 1930s, it has been at its current site since 1974. Since 2005 the pre-prep school, which is for children aged between two and seven years, has been accommodated in separate premises close to the main school building. The school is a charitable trust under the direction of a board of governors. The school has 18 pupils who require support for special educational needs and/or disabilities. One pupil has an education, health and care plan and no pupils speak English as an additional language.

Purpose of the visit

- 1.2 This was unannounced progress monitoring visit at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the focused compliance inspection of September 2019.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (safeguarding); EYFS 3.9	Remain not met
ISSR Part 4, paragraphs 18 to 21 (suitability of staff and proprietors); EYFS 3.9	Not all met
ISSR Part 6, paragraph 32(1)(c) (provision of information)	Met
ISSR Part 8, paragraph 34 (quality of leadership and management)	Remains not met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.9]

Safeguarding policy

- 2.1 The school meets the requirement.
- 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 or the requirement.
- 2.4 Arrangements are made to safeguard and promote the welfare of pupils by means that mostly pay due regard to the most up-to-date statutory guidance. The safeguarding policy is implemented effectively and is supported by suitable policies regarding safer recruitment of staff, whistleblowing and a staff code of conduct. All staff, including those with designated responsibility for safeguarding, have appropriate levels of training. Induction arrangements cover all the required elements, including training in safeguarding, online safety, the behaviour policy, staff code of conduct, whistleblowing policy and Keeping Children Safe in Education (September 2019). The school liaises with outside agencies and appropriate records are kept. Suitable procedures are in place to deal with allegations against members of staff, including the headteacher. The governor with responsibility for safeguarding works alongside the designated senior lead (DSL) to monitor and review the policy and procedures. Safeguarding is an agenda item at all governors' meetings. Pupils receive guidance on staying safe and are confident that they are listened to in school.
- 2.5 The school has a recruitment policy in place and has ensured that most checks, including receipt of satisfactory references and a scrutiny of employment history are carried out in a timely manner. However, the policy has not been fully implemented because the required checks for medical fitness have not always been undertaken before staff commence work at the school.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; EYFS 3.9]

- 2.6 The school does not meet all of the standards or the requirement.
- 2.7 The school has an appropriate recruitment policy in place which details all the checks required on new staff. A checklist is used to ensure that all checks have been carried out and the chair of governors and a member of the bursarial team have undertaken training to improve their knowledge and skills in recruitment. Staff files contain the required documents and the checks undertaken are recorded accurately in the single central record of appointments.
- 2.8 The school has undertaken criminal record checks and those on prohibition from teaching and management as required. References, employment history, evidence of qualifications, identity and the right to work in the United Kingdom have been checked in a timely manner. However, checks on medical fitness have not always been completed before a person starts work at the school.

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

- 2.9 The school meets the requirement 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]

2.10 The school does not meet the standard.

2.11 The governors have not ensured that the leadership and management demonstrate good skills and knowledge and that the regulatory standards are consistently met, thus actively promoting the well-being of pupils. Training has been undertaken by staff and governors to improve their understanding of the checks which are required before a person commences work at the school. However, this has not enabled a sufficient understanding of the regulatory requirements on the part of those with whom the responsibility for implementation lies, or sufficiently rigorous monitoring of recruitment procedures.

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 of pupils, paragraph 7 (safeguarding); EYFS 3.9

- Ensure that medical fitness checks are completed before staff commence work at the school [paragraph 7(a) and (b); EYFS 3.9]

ISSR Part 4, Suitability of staff, paragraph 18; EYFS 3.9

- Ensure that all required checks, including those of medical fitness checks, are completed before staff commence work at the school [paragraph 18(3); EYFS 3.9]

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

- Ensure that the leadership and management demonstrate good skills and knowledge to fulfil their responsibilities effectively, so that the other standards are consistently met and the well-being of pupils is actively promoted [paragraph 34(1)(a), (b) and (c)].

4. Summary of evidence

- 4.1 The inspectors held discussions with the head and other members of staff and met with a governor. They talked with a group of pupils and scrutinised a range of documentation, records and policies.