



**ISI** Independent  
Schools  
Inspectorate

**Progress Monitoring Inspection Report**

**St John's Beaumont School**

**October 2022**

## School's details

<b>School</b>	St John's Beaumont School			
<b>DfE number</b>	936/6422			
<b>Registered charity number</b>	230165			
<b>Address</b>	St John's Beaumont School Priest Hill Old Windsor Windsor Berkshire SL4 2JN			
<b>Telephone number</b>	01784 432428			
<b>Email address</b>	hmoffice@sjb.email			
<b>Head</b>	Dr Deneal Smith			
<b>Chair of governors</b>	Mr Andrew Johnson			
<b>Age range</b>	3 to 13			
<b>Number of pupils on roll</b>	214			
	<b>Day pupils</b>	186	<b>Boarders</b>	28
	<b>Pre-Prep</b>	54	<b>Middle School</b>	75
	<b>Upper School</b>	85		
<b>Date of inspection</b>	11 October 2022			

# 1. Introduction

## Characteristics of the school

1.1 St John's Beaumont School is an independent Roman Catholic boarding and day preparatory school located near Windsor. It is registered as a single sex school for male pupils. The school comprises three departments: pre-prep, for pupils in Nursery to Year 2, which includes an Early Years Foundation Stage (EYFS) setting; middle school for pupils in Years 3 to 5; and upper school for those in Years 6 to 8. Pupils can board from Year 3. There is one boarding house situated on the main school site. The school operates as a charitable trust under the trusteeship of the British Province of the Society of Jesus. A governing body acts for the trustees. There are 24 pupils who receive support for special educational and needs and/or disabilities (SEND). One pupil has an education, health and care (EHC) plan. There are 19 pupils who speak English as an additional language (EAL). The school's previous inspection was a focused compliance and educational quality inspection in November 2021. A new chair of governors and headmaster took up their appointments in September 2022.

## 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 focused compliance and educational quality inspection on 23 to 26 November 2021. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), the National Minimum Standards for Boarding 2022 and relevant requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraphs 7 (safeguarding) and 8 (safeguarding of boarders); NMS 8	<b>Remain unmet</b>
Part 4, paragraphs 18 to 21 (recruitment of staff, supply staff and proprietors); NMS 19	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 8, paragraph 34 (leadership and management); NMS 2	<b>Remain unmet</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 8]**

#### **Safeguarding policy**

- 2.1 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**

- 2.2 The school does not meet the standards and the requirements. The policy is not implemented consistently across all areas.
- 2.3 Governors have now undertaken local authority training in safeguarding. A new safeguarding governor is providing effective support and challenge for the DSL and the safeguarding team. Governors now carry out an annual safeguarding review. However, it remains the case that safeguarding procedures are not consistently implemented by leaders and governors. Senior leaders have not followed statutory guidance regarding a recent safeguarding concern. They failed to seek advice or refer the concern to the Local Authority Designated Officer (LADO) in a timely manner but carried out their own investigation. The governors failed to identify this serious failing to follow correct safeguarding procedures.
- 2.4 The school implements suitable systems for listening to children. Pupils, including boarders, confirmed that they are confident to express any concerns they have; that they would receive a response; and that action would be taken promptly if needed. There are appropriate policies in place to promote pupils' online safety and the school has suitable filters and monitoring systems for the internet. Pupils, including boarders, say that they are effectively educated about online risks. Inspection evidence confirmed this.
- 2.5 Senior safeguarding staff now keep detailed centralised records for any pupils of concern. These records show clear timelines of action taken and suitable liaison with parents and guardians. The designated safeguarding lead (DSL) makes appropriate and timely referrals concerning pupils' welfare to local children's services and maintains close links with local safeguarding partners.
- 2.6 The DSL and deputies have undertaken appropriate advanced level training. They have carried out suitable training for all staff which has emphasised low level concerns, allegations against staff and child-on-child abuse. Records of safeguarding training are kept centrally. Staff demonstrate an increasing confidence in safeguarding procedures such as when using a new digital reporting system to monitor pupils' behaviour and any concerns. Staff understand their code of conduct and the necessity to report any concerns about adults.
- 2.7 Governors now ensure that appropriate recruitment procedures operate for new staff. Appropriate checks of the lists of those prohibited from teaching and/or management have been completed before members of staff start work for all staff recruited since the previous inspection. The school has taken at least two references for all these staff.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 19]**

- 2.8 The school meets the standards.

- 2.9 The school has effectively implemented the actions required as a result of the previous inspection with regard to suitability of staff and proprietors. Confirmation of qualifications, where relevant, and medical declarations by staff are now completed before appointment. These are accurately recorded on the single central register of appointments and evidenced in staff files.

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

- 2.10 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; NMS 2]**

- 2.11 The school does not meet the standards and the requirements.
- 2.12 The proprietor has not ensured that those with leadership and management responsibilities have the required good skills and knowledge to fulfil their responsibilities effectively and actively promote the well-being of pupils. This is because of a failure to follow statutory guidance and the school's own safeguarding policy regarding referrals to the LADO of any allegations of staff misconduct.

### 3. Regulatory action points

3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding Schools 2022 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, paragraphs 7 and 8; NMS 8; EYFS 3.4 and 3.7**

- Ensure prompt referral is made to the LADO when allegations are received regarding potential staff misconduct [paragraphs 7(a) and (b) and 8(a) and (b); NMS 8.1; EYFS 3.4 and 3.7].
- Ensure oversight of safeguarding is sufficiently thorough to cover all relevant aspects [paragraphs 7(a) and (b) and 8(a) and (b); NMS 8.1; EYFS 3.4 and 3.7].

#### **ISSR Part 8, Leadership and management, paragraph 34; NMS 2**

- Ensure that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that the independent school standards are met consistently, and that they actively promote the wellbeing of pupils [paragraph 34(1)(a), (b) and (c); NMS 2.1, 2.2, 2.4 and 2.5]

## 4. Summary of evidence

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

### Inspectors

Mrs Kate McCarey

Reporting inspector

Mrs Sue Duff

Assistant reporting inspector