



ISI Independent
Schools
Inspectorate

Report for a Progress Monitoring Visit

The Yehudi Menuhin School

September 2019



School's details

School	The Yehudi Menuhin School			
DfE number	936/6539			
Registered charity number	312010			
Address	The Yehudi Menuhin School Stoke d'Abernon Cobham Surrey KT11 3QQ			
Telephone number	01932 864739			
Email address	head@menuhinschool.co.uk			
Interim head	Mr Richard Tanner			
Chair of governors	Mr David Buckley			
Age range	8 to 19			
Number of pupils on roll	85			
	Day pupils	17	Boarders	68
	D Group: Years 5 and 6	2	C Group: Years 7 to 9	23
	B Group: Years 10 and 11	25	A Group: Years 12 to 14	35
Date of visit	27 September 2019			

1. Introduction

Characteristics of the school

- 1.1 The Yehudi Menuhin School is an independent co-educational boarding and day school for musically gifted pupils between the ages of eight and nineteen years. It offers specialist tuition on violin, viola, cello, double bass, piano, classical guitar and harp, and at least half of each pupil's day is devoted to musical studies. Some pupils spend an additional year to support their entry to international conservatoires. The school was founded by the late Lord Menuhin in 1963 and relocated to its present site at Stoke d'Abernon in Surrey in 1964. It is a charitable company limited by guarantee, administered by governors who are directors as well as trustees. The school was accorded special status as a centre of excellence for the performing arts in 1973 and since then has been supported by the Department for Education through its music and dance scheme. The school has identified one pupil as having special educational needs and/or disabilities and one pupil has an education, health and care plan. Also, 27 pupils speak English as an additional language. The previous headteacher left and an interim headteacher was appointed from 24 June 2019.

Purpose of the visit

- 1.2 This was an 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 in May 2019.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraphs 7 and 8; NMS 11 (safeguarding)	Met
Part 4, paragraphs 18 to 21 (suitability of staff; single central register of appointments); NMS 14 (staff recruitment)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (quality of leadership in and management of schools); NMS 13 (management and development of boarding)	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 11]

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 standards.
- 2.4 Since the previous inspection, the school has taken a much more rigorous approach to the training of staff in safeguarding. All staff are required to confirm that they have read and understood the school's safeguarding policy, and Part 1 and Annex A of *Keeping Children Safe in Education (September 2019)* (KCSIE). They attended update training in safeguarding and briefing on new procedures and requirements before the start of the school year, and separate training sessions for individuals or small groups have been run for any who were unable to attend that training. New staff receive a thorough induction into all aspects of safeguarding, and the designated safeguarding lead (DSL) ensures that any visiting music teachers are fully briefed before they have contact with the pupils. A register is maintained of training and courses attended by staff and indicates that every member of staff has received the appropriate training. The school has, thus, dealt fully with the action point relating to training in safeguarding which was identified at the previous inspection.
- 2.5 Safeguarding is managed correctly by the DSL and deputy DSL, both of whom have had appropriate training and have a thorough understanding of their roles. They liaise effectively with local agencies and take appropriately prompt action as required if concerns are expressed about a pupil. They have ensured that the school's latest revision of its safeguarding policy has regard to the changes introduced in the September 2019 edition of *KCSIE*. The policy provides appropriate support for pupils' needs and ensures that there are good support systems in place to provide the right help at the right time. Staff report concerns promptly and understand that anyone can make a referral if necessary. Since the previous visit, the governing body has strengthened its procedures for maintaining oversight of the management of safeguarding.
- 2.6 All of the staff interviewed during the visit showed a thorough understanding of policy and procedures, were conversant with signs of abuse, understood the importance of liaising with the DSL at the earliest opportunity, and were fully aware of the need to listen to pupils should they have concerns. They understand what to do should an allegation be made against an adult working in the school. Pupils say that they feel safe in the school, and that they have staff to whom they can turn should they have any concerns. They confirm that they receive guidance through their personal, social, health and economic education lessons on how to keep themselves safe, including when using the internet and social media.

Suitability of staff and single central register of appointments [ISSR Part 4, paragraphs 18 to 21; NMS 14]

- 2.7 The school meets the standards.
- 2.8 The school has dealt effectively with the action points identified at the previous inspection with regard to checking the suitability of staff, supply staff and proprietors. The single central register of appointments (SCR), which records the dates on which all checks on the suitability of new appointees have been carried out, has been subjected to rigorous scrutiny. Any checks which had been missed previously have been undertaken retrospectively, thereby rectifying all historic omissions. These retrospective checks confirm that all staff at the school, including temporary and part-time staff, are suitable people to be working with pupils.
- 2.9 For all new appointments, the school has implemented a far more thorough system for ensuring that all necessary recruitment checks are undertaken, and no new member of staff is allowed to start work until all such checks have been completed. The person responsible for undertaking the checks now completes a form for each new appointee to record each check as it is completed, and the headteacher verifies that all the necessary checks have been carried out before that appointee starts work. Further scrutiny of the school's procedures is undertaken by the DSL and the safeguarding governor in order to provide further safeguards.
- 2.10 In rectifying the shortcomings identified at the previous inspection, the school now ensures that separate barred list checks are carried out before staff start work should the criminal record check be delayed. References are obtained from at least two sources before appointments are confirmed. Appropriate checks are undertaken to confirm a person's medical fitness and, where relevant, their qualifications before they start work. Staff involved in teaching are checked against the list of those prohibited from teaching. All checks are recorded in the SCR, and documentary evidence of the checks undertaken is stored in staff personnel files.

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

- 2.11 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; NMS 13]

- 2.12 The school meets the standards.
- 2.13 The school's leaders and the governing body have taken decisive action to rectify the shortcomings identified at the previous inspection. They have ensured that staff who have opportunity for contact with the pupils receive appropriate safeguarding training and are kept up to date with any changes in procedures. They have rectified historic omissions in the SCR and implemented a much more rigorous process for checking the suitability of staff, supply staff and proprietors and for ensuring checks are recorded on the SCR. The proprietor has ensured, therefore, that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role, fulfil their responsibilities effectively so that the independent school standards are met consistently, and actively promote the well-being of pupils.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and National Minimum Standards for Boarding Schools 2015, and no further action is required as a result of this visit.

4. Summary of evidence

- 4.1 The inspectors held discussions with the interim head, senior leaders and other members of staff and had a telephone discussion with the chair of governors. They talked with groups of pupils and scrutinised a range of documentation, records and policies.