

## **OAKHILL COLLEGE**

Wiswell Lane, Whalley, Clitheroe, Lancashire, BB7 9AF

**07 JUNE 2017**

### **CHARACTERISTICS OF THE SCHOOL**

Oakhill College is an independent day school for girls and boys from the age of 0 to 16. It was founded in 1978, fulfilling the need for an independent Roman Catholic day secondary school in the Clitheroe area. A preparatory school and nursery were established in the early 1990s and, in 2007, a leisure centre was built for use by members of the school and the local community. The college's proprietor is Oakhill College Ltd, supported by an advisory governing body. At the time of the visit, there were 330 pupils on roll (171 boys and 159 girls), of whom 157 were in the Early Years Foundation Stage (EYFS), 95 were in the preparatory school (Years 1 to 6), and 78 in the senior school (Years 7 to 11). The college has 36 pupils who require support for special educational needs and/or disabilities (SEND), of whom 6 have a statement of special educational needs or an education, health and care plan. No pupils speak English as an additional language (EAL). The college's previous inspection was an ISI integrated inspection in January 2015, and an unannounced emergency visit took place in June 2016.

### **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 a visit on 23 June 2016. The focus of the visit was on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework, particularly those concerned with safeguarding, suitability of staff 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 3.4–3.8]; Provision of information to parents [ISSR Part 6, paragraph 32(1)(c)]**

The school meets the regulations and requirements.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. 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.

Safeguarding arrangements are implemented effectively to ensure the welfare of pupils, including the children in the EYFS. Staff with designated responsibility for safeguarding receive training at the appropriate level, including working with other safeguarding agencies. All other staff receive regular training in safeguarding and their responsibility in promoting the welfare of pupils, in line with the requirements of the local safeguarding children board, and this includes training in promoting the pupils' online safety and the prevention of extremism. Staff new to the school receive appropriate induction training, including those staff who start work at times other than the start of term. All staff are required to read *Keeping Children Safe in Education (KCSIE) Part 1 and Annex A*; their

understanding of what they have read is checked via discussions and role play of possible scenarios, led by the designated safeguarding lead (DSL). Training records confirm the training undertaken by staff and that they have read *KCSIE Part 1 and Annex A* and this is logged in individual staff files.

Staff are clear as to the actions they should take should they have concerns about a child or be in receipt of an allegation of abuse, or should they have concerns or hear an allegation about a member of staff. They know where to find further guidance should they need it. They know that anyone can make a referral to the local safeguarding children board or, in the case of a child being in immediate danger, to the police, and say they are confident to do so should the need arise.

The school liaises closely with the local safeguarding board and knows to follow the advice they receive. Records are kept of child protection concerns and stored appropriately. Should concerns or allegations arise, the school is quick to seek advice from local agencies and, when necessary, make a referral. The school is aware of the need to liaise appropriately with parents about safeguarding concerns that arise to ensure that parental wishes do not override the best interests of the child's welfare.

Staff have a clear understanding of the school's staff code of conduct, including the use of mobile phones, guidance on taking images of children involved in school activities, and their use of social media. Pupils are taught how to keep themselves safe on the internet. Filters protect pupils from accessing unsuitable websites and appropriate arrangements are made to monitor the use of the electronic devices used by the pupils.

The school's safeguarding arrangements are overseen by the governors. The designated governor for safeguarding meets regularly with the DSL to review arrangements and any child protection concerns. In addition, together they carry out an annual review of the school's safeguarding policy in the form of an audit which, in turn, is reviewed by the full governing body.

#### **Welfare, health and safety of pupils – supervision [ISSR Part 3, paragraph 14; EYFS 3.28-3.26]**

The school meets the regulations and requirements.

Supervision levels throughout the school, including in the EYFS, are appropriate to the age groups and pupil numbers and the pupils confirmed in discussions that staff are readily available to assist them should a need arise.

#### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(c)(ii) and 21(3)(a)(vii); EYFS 3.9-3.13]**

The school meets the regulations and requirements.

Since the previous inspection, the school has significantly improved its recruiting procedures to ensure that the necessary pre-appointment checks are completed on all employees before appointment. In any case where an enhanced criminal record certificate has not been received before appointment, close supervision occurs until the certificate is received. The required details are logged appropriately in the single central register (SCR). The school has a revised recruitment policy, which includes the correct pre-employment procedures to be adopted for all staff, including volunteers, peripatetic staff, contractors and agency staff.

#### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(3) and 21(3)(a)(i)(iv)(vii)]**

The school meets the regulations.

The school has completed rectifying any previous omissions in pre-employment checks such that all staff have appropriate checks of identity, right to work in the United Kingdom, qualifications, overseas checks and references where relevant. In addition, the SCR includes all the required detail, including the above, and previous omissions in ensuring staff checks on prohibition from teaching or management have now been rectified and are logged as required in the SCR.

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

The school meets the regulation.

Since the previous visit, senior leaders and managers have taken steps to ensure that they exercise good skills in fulfilling their responsibilities to ensure that the Independent School Standards are met, including those involved with pre-employment checks and the maintenance of the SCR. A member of the senior leadership team and a governor conduct regular checks on both the recruitment process, the content of staff personnel files and the SCR. Staff knowledge and skills have been reviewed at governing board level to ensure that monitoring processes are more rigorous and are subject to periodic review. Safeguarding has a high profile in the school and training logs are in place to ensure that all staff including governors and proprietors undertake regular training and review of practice, which includes where necessary induction training for new staff to the school. As a result of this increased effort in monitoring and review the school is now in a stronger position to ensure that the Independent School Standards are consistently met.

**REGULATORY ACTION POINTS**

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