



ISI

Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

Oakhill School

November 2022

School's details

School	Oakhill School			
DfE number	888/6012			
Early Years registration number	EY312065			
Registered charity number	1048514			
Address	Oakhill School Wiswell Lane Clitheroe Lancashire BB7 9AF			
Telephone number	01254 823546			
Email address	enquiries@oakhillschool.co.uk			
Principal	Mrs Jane Buttery			
Proprietor	Oakhill College, Whalley Ltd			
Age range	0 to 16			
Number of pupils on roll	303			
	EYFS	169	Infants	17
	Juniors	37	Seniors	80
Date of inspection	17 November 2022			

1. Introduction

Characteristics of the school

- 1.1 Oakhill School is a co-educational day school. The school consists of three sections: the nursery, which includes the registered and non-registered Early Years Foundation Stage (EYFS) settings; the preparatory department, for pupils in Reception to Year 6; and the senior department for pupils in Years 7 to 11. The school's proprietary body is Oakhill College, Whalley Ltd. Oversight is supported by an advisory governing body, which is chaired by the chairman of the company.
- 1.2 The school has 45 pupils who require support for special educational needs and/or disabilities (SEND). Six pupils have an education, health and care (EHC) plan. Five pupils speak English as an additional language (EAL). The school's previous inspection was a regulatory compliance and educational quality inspection in October 2021.

Purpose of the inspection

- 1.3 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 and educational quality inspection in October 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.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding); EYFS 3.4, 3.7 and 3.9	Not met
Part 3, paragraph 11 (health and safety); EYFS 3.55	Met
Part 3, paragraph 12 (fire safety); EYFS 3.56	Met
Part 3, paragraph 13 (first aid); EYFS 3.51	Met
Part 3, paragraph 14 (supervision of pupils); EYFS 3.32 to 3.37	Met
Part 3, paragraph 16 (risk assessment); EYFS 3.65	Met
Part 4, paragraphs 18-21 (suitability of staff, supply staff and proprietors); EYFS 3.9 to 3.12	Met
Part 5, paragraph 24 (accommodation for medical needs); EYFS 3.55	Met
Part 5, paragraph 25 (maintenance of premises and accommodation); EYFS 3.63	Met
Part 5, paragraph 28 (drinking water and water supply); EYFS 3.48 and 3.55	Met
Part 8, paragraph 34 (quality of leadership and management)	Not met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.4, 3.5, 3.7 and 3.9]

Safeguarding policy

- 2.1 The school does not meet the requirements.
- 2.2 At the time of the inspection, the school's safeguarding policy as published on the school's website, had not been updated to reflect changes in statutory guidance in *Keeping Children Safe in Education* (KCSIE) that came into effect in September 2022.

Safeguarding implementation

- 2.3 The school does not meet the standard and the requirements.
- 2.4 The school implements its safeguarding arrangements appropriately with regard to listening to children's concerns, and acting on them. The training of staff with safeguarding responsibilities is up to date. The school's safeguarding policy, as published on the website, was out of date. However, all staff had received recent comprehensive training with regard to their safeguarding responsibilities as defined in KCSIE 2022. Staff have a good understanding of how to identify different types of abuse. The school has good arrangements for dealing with allegations of child-on-child abuse. The school has a suitable staff code of conduct and whistleblowing procedures, and staff have a good understanding of these. The school has suitable arrangements for handling allegations of abuse against members of staff.
- 2.5 The school teaches children how to keep safe when they are using the internet, and has effective measures for internet safety in school, including the use of filters and the monitoring of usage.
- 2.6 The school has effective procedures for dealing with concerns about children. The designated safeguarding lead (DSL) refers them promptly to local safeguarding partners where this is necessary, acting in accordance with locally agreed procedures. The safeguarding policy gives contact details for required local agencies, and staff are aware they can make referrals themselves. The school keeps detailed and appropriate safeguarding records.
- 2.7 However, the school's procedures for recruiting staff have not always followed statutory guidance. In a number of recent appointments, when staff have begun work in regulated activity in the EYFS before an enhanced Disclosure and Barring Service (DBS) check has been seen, separate children's barred list checks have not been carried out.
- 2.8 Members of the proprietorial body have been trained in safeguarding. However, the annual review of the school's safeguarding arrangements is not sufficiently effective. The failure to ensure that all the necessary recruitment checks have been carried out had not been rectified prior to the inspection. The school's published safeguarding policy was out of date.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; EYFS 3.55]

- 2.9 The school meets the standard and the requirements.
- 2.10 The proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy. Records show that testing of electrical equipment is now regularly undertaken to ensure it remains in a safe condition. Staff are effectively trained in health and safety. Suitable health and safety records are kept, in particular those relating to

COSHH and RIDDOR. These are systematically reviewed to ensure trends are identified, and steps taken to mitigate any recurrence of health and safety issues.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12; EYFS 3.56]

- 2.11 The school meets the standard and the requirements.
- 2.12 The school has a fire risk prevention policy which includes the elimination or reduction of risks from dangerous substances. A suitably competent person has oversight of fire safety. A suitably qualified person has undertaken a fire risk assessment of all buildings. Staff have been trained in fire safety. Termly fire drills are carried out. Emergency routes and exits are kept clear and are suitably labelled. Fire detectors, alarms and extinguishers are in good order, and suitable records are kept on checks of such equipment.

Welfare, health and safety of pupils – first aid [ISSR Part 3, paragraph 13; EYFS 3.51]

- 2.13 The school meets the standard and the requirements.
- 2.14 First aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy. There is an adequate number of appropriately trained staff and the provision of proper equipment. First aid kits are regularly checked and appropriately restocked when required. Arrangements for medical care in the EYFS are appropriate.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14; EYFS 3.32 to 3.37]

- 2.15 The school meets the standard and the requirements.
- 2.16 Scrutiny of supervision rotas for different areas of the school, and inspectors' direct observations confirm that pupils are suitably supervised by qualified and trained staff. Pupils confirm that staff are always visible or easily available to them. In the EYFS, appropriate ratios of adults to children are maintained. Rotas are adhered to in practice, and if staff absences occur for any reason, then rotas are amended to maintain a suitable level of staffing to ensure pupils' safety.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16; EYFS 3.65]

- 2.17 The school meets the standard and the requirements.
- 2.18 The school has clear lines of responsibility for the assessment of risk, and effective procedures to identify and mitigate risk. There are appropriate assessments of risk for all potentially hazardous areas of the school, as well as for school visits and for the needs of individual pupils. Staff are appropriately trained in the assessment and mitigation of risks. Risk assessments are made appropriately when staff begin work before a DBS check has been seen.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; EYFS 3.9 to 3.12]

- 2.19 The school meets the standards and the requirements.

The school had carried out all the required checks on staff, supply staff and the proprietor by the end of the inspection. The omission of a small number of separate barred list checks required where a DBS

check has not been seen before work commenced was rectified by the end of the inspection. Checks are recorded, as required, on an appropriate single central register of appointments.

Premises and accommodation – medical facilities [ISSR Part 5, paragraph 24; EYFS 3.55]

- 2.20 The school meets the standard and the requirements.
- 2.21 Suitable accommodation is provided for the medical examination and short-term care of sick and injured pupils. This includes a washing facility and is near to a toilet facility.

Premises and accommodation – maintenance [ISSR Part 5, paragraph 25; EYFS 3.63]

- 2.22 The school meets the standard and the requirements.
- 2.23 The school is suitably maintained. There is an effective and systematic approach to reporting any maintenance issues, and any concerns are dealt with promptly. Boundary fences are in suitable condition. Effective action is taken to ensure that pupils are kept safe in and around the school.

Premises and accommodation – drinking water and water supply [ISSR Part 5, paragraph 28; EYFS 3.48 and 3.55]

- 2.24 The school meets the standard and the requirements.
- 2.25 Suitable drinking water facilities are provided. Toilets and urinals have an adequate supply of cold water, and washing facilities have an adequate supply of hot and cold water. Cold water supplies that are suitable for drinking are clearly marked as such. The temperature of hot water at the point of use does not pose a scalding risk to users, and regular checks are made, and appropriately recorded, to ensure this.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.26 The school does not meet the standard.
- 2.27 The proprietorial body has not ensured that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met, and they actively promote the well-being of the pupils.
- 2.28 The school has made appropriate progress in implementing all aspects of the action plan from the previous inspection.
- 2.29 However, the oversight of safeguarding is not sufficiently effective with regard to recruitment checks and ensuring the publication of a suitable safeguarding policy.

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, paragraph 7

- Ensure that, where staff commence work in regulated activity before a suitable DBS check is seen, a separate children's barred list check is undertaken [paragraph 7(a) and (b); EYFS 3.4, 3.7 and 3.9]
- Ensure that the safeguarding policy, as published on the school's website, is up to date and takes account of the most recent statutory guidance [paragraph 7(a) and (b); EYFS 3.4 and 3.7].
- Ensure that the proprietor's oversight of safeguarding is sufficiently rigorous to ensure that all safeguarding requirements are met, including in the EYFS [paragraph 7(a) and (b); EYFS 3.4 and 3.7].

ISSR Part 8, Quality of leadership and management, paragraph 34

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

4. Summary of evidence

4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with a group of governors. They visited different areas of the school, observed lessons and talked with groups of pupils. They scrutinised a range of documentation, records and policies.

Inspectors

Mr Michael Phipps

Reporting inspector

Mr Desmond Dunne

Assistant reporting inspector