

## **EMMANUEL SCHOOL**

Juniper Lodge, 43 Kedleston Rd, Derby, Derbyshire, DE22 1FP

**24 NOVEMBER 2017**

### **CHARACTERISTICS OF THE SCHOOL**

Emmanuel School is a co-educational day school for pupils between the ages of three to eleven. It is located in the north of the city of Derby. The proprietor is East Midlands Christian Fellowship (EMCF), a registered charity.

At the time of the visit, there were 48 pupils on roll; 25 boys and 23 girls. Of these, 18 are in the Early Years Foundation Stage (EYFS). The school has identified 11 pupils with special educational needs and/or disabilities (SEND) of whom 7 receive support for their learning. No pupils have an education, health and care (EHC) plan or statement of educational needs. One pupil has English as an additional language (EAL), who does not require support for their English.

### **PURPOSE OF THE VISIT**

This was an unannounced visit carried out at the request of the DfE to check that the school has fully implemented the action plan submitted following the ISI regulatory compliance inspection on 11 to 12 October 2016 and subsequent progress monitoring visit on 4 April 2017. The focus of the visit was on safeguarding, suitability of staff and proprietors, provision of information, and leadership and management.

### **INSPECTION FINDINGS**

#### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b); EYFS requirements 3.4-3.8]**

The school does not meet the regulation 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 published policy has been appropriately reviewed since the previous inspection and now meets all current statutory guidance.

Safeguarding arrangements are not always correctly implemented to provide appropriate support for pupils' needs. All staff, including those who are regular visitors to the school, have received training in recent changes to regulatory guidance and on-line safety. New staff receive comprehensive induction training to ensure they understand their safeguarding responsibilities, including the staff code of conduct. The designated safeguarding leader (DSL) and deputy (DDSL) are both members of the senior leadership team, and have appropriate levels of training for their roles, which is in line with local procedures. The DSL is the designated EYFS safeguarding lead and has appropriate knowledge about ensuring the welfare and well-being of young children. The DSL regularly circulates informal updates on any changes to the safeguarding policy and its implementation and provides opportunity for staff to contribute to safeguarding arrangements. During discussions, staff demonstrate that they have a clear understanding of their safeguarding responsibilities. They recognise the importance of 'early help' strategies and know how to report any concerns about pupils or other staff, and state that any concerns about senior leaders are reported to the proprietorial designated safeguarding lead. Additionally, they acknowledge the

importance of disclosing any required changes in personal circumstance to the senior leadership and state that use of personal mobile phones and cameras is not permitted whilst pupils are present in school. Appropriate records for safeguarding concerns are kept, which are regularly monitored by the DSL. However, liaison with local agencies has not always been timely and appropriate. Pupils, during discussions, comment that they are aware of safeguarding arrangements in school, including on-line safety; they articulate that they feel equally treated and that staff are very approachable, should they have a concern or worry and that action is taken as a result.

**The Suitability of staff, supply staff and proprietors [ISSRs Part 4, paragraph 18 to 21; EYFS requirements 3.9-3.13]**

The school does not meet the regulations and requirements.

The school does not implement the correct procedures for the recruitment of all new staff, supply staff, volunteers and proprietors before they begin work at the school. Discrepancies identified at the previous inspection have not been fully remedied. Necessary recruitment checks, relating to medical checks, overseas checks, right to work and prohibition from management checks have not been undertaken in a timely manner before staff begin work at the school and checks are not recorded accurately on the single central register of appointments (SCR).

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

The school meets the regulation.

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 [Part 8, paragraph 34]**

The school does not meet the regulation.

The school's senior leaders, governors and trustees do not demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. The effectiveness of the recruitment process has been monitored to try to rectify issues identified at previous inspection visits. However, this monitoring has not yet demonstrated sufficient knowledge and understanding of current required practice to ensure either the effectiveness of the process or accuracy of the recording of the detail to ensure the well-being of pupils.

## **REGULATORY ACTION POINTS**

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.

**Welfare, health and safety of pupils: safeguarding [ISSR Part 3, paragraph 7(a) and (b); EYFS requirements 3.4-3.8]**

- Ensure that the school contacts the local authority designated lead for safeguarding before initiating any investigation into allegations made against staff, volunteers, the DSL, head or proprietor.
- Ensure that the annual review of safeguarding procedures is sufficiently rigorous and recorded sufficiently effectively to demonstrate its thoroughness.

**The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2) (b), (c)(ii) and (iii), (e); 20 (5) (a) (ii); and 21 (3)(a)(iii) and (viii); EYFS requirements 3.9-3.13]**

- Ensure that medical fitness, overseas checks and right to work checks are obtained for all staff prior to appointment.
- Ensure that all those involved in management roles are checked against those prohibited from management.
- Ensure that all checks are correctly recorded on the SCR.

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

- Ensure that leaders and managers have the necessary skills and knowledge to fulfil their responsibilities so that the independent school standards are consistently met to ensure the well-being of the pupils.