

Report for a Progress Monitoring Visit

School name	Immanuel Christian School
DfE numberF	803/6010
Registered charity number	1150240
Address	Rodford Tabernacle Westerleigh Road Westerleigh BS37 8QG
Headteacher	Mrs Joanna Gulliford
Proprietor	Immanuel Christian School Ltd
Date of visit	24 January 2019

1. Introduction

Characteristics of the school

- 1.1 Immanuel Christian School opened in 2013. It is located in a Victorian chapel on the main road into Yate on the outskirts of the village of Westerleigh, in Gloucestershire. The school is a registered charity owned by Immanuel Christian School Limited. The directors of the company are also governors of the school. The school is co-educational, catering for pupils between four and fourteen. Twenty-six pupils attend the school, of whom nine are boys and seventeen are girls. Four pupils are in the Early Years Foundation Stage (EYFS), eleven pupils are in the primary department and eleven pupils are in the secondary department. The school has four pupils who require support for special educational needs and/or disabilities. No pupils have a statement of special educational needs. No pupils speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in June 2018.

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 regulatory compliance inspection on 27 and 28 June 2018.

Regulations which were the focus of the visit	Team judgements
Part 3 – paragraph 7(a) and 7(b) (safeguarding)	Met
Part 4 - paragraph 18(2)(a)-(e); 18(3); 20(5)(a)(ii); paragraph 20(6)(a)(i) and (ii); 20(6)(b)(i) and (ii); and paragraph 21(3)(a)(i), (ii), (v), (vii) and (viii)].	Met
Part 8 - paragraph 34 (1)(a) and (b).	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7 and EYFS 3.4, 3.5 and 3.14]

Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which follows current statutory guidance.

Safeguarding Implementation

- 2.3 The school meets the standard and requirements.
- 2.4 Arrangements are implemented to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance. Policy and procedures are regularly reviewed, including a formal annual review by proprietors. All required recruitment checks, including the barred list and prohibition from teaching, are completed and references obtained for all staff before they commence employment at the school. There are robust systems in place that ensure children are listened to and that a referral is made, where appropriate. If a concern is expressed about a pupil staff take prompt action in line with the school's safeguarding policy including liaising readily with outside agencies.
- 2.5 Safeguarding is managed effectively. The designated safeguarding lead (DSL) is knowledgeable about the required safeguarding responsibilities. There is a clear understanding with regard to reporting concerns about staff and pupils. Appropriate records of staff training are in place and the DSL and deputy DSL have appropriate multi-agency training. Staff and pupils know what to do if they have concerns. Staff have read and understood the latest version of Part 1 of *Keeping Children Safe in Education*, and those involved with working with children have read Annex A of the same document. The staff code of conduct is appropriate. Staff demonstrate a clear understanding of whistleblowing procedures. They are aware of the dangers of extremism and radicalisation, and during interviews they demonstrated a strong understanding of how to refer concerns and allegations. Pupils interviewed know who to go to in the event of concerns and state that they are confident that matters will be resolved without delay. They are aware of the need for e-safety and of strategies they need to implement to keep safe.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]

- 2.6 The school meets the standards.
- 2.7 Robust processes are now suitably in place to ensure that the required recruitment checks are carried out on all staff and those engaged in regulated activity prior to each person starting work at the school. These include checks on identity, the right to work in the United Kingdom and qualifications. An enhanced criminal record certificate is obtained before or as soon as possible after the start of employment, and suitable overseas checks, where applicable, are obtained before the start of employment. Historic omissions have been rectified and newly appointed staff have been checked correctly. Suitable arrangements have been identified to put in place should checks from the Disclosure and Barring Service be delayed. Evidence for the required recruitment checks is maintained appropriately and is recorded accurately on the single central register of appointments (SCR).

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

- 2.8 The school meets the requirement.
- 2.9 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]

- 2.10 The school meets the standard.
- 2.11 Since the previous inspection, leadership and management have undergone further training and obtained support from their professional organisation. Leadership and management have good skills and knowledge so that the independent school standards are met consistently. Effective monitoring procedures are now in place, including regular review of the safeguarding policy and safeguarding procedures and, diligent monitoring of the SCR and recruitment documentation. All of the required recruitment checks are now carried out correctly. The SCR and supporting documentation is maintained accurately and appropriately. Leadership and management actively promote the well-being of all 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 requirements of the Early Years Statutory Framework, and no further action is required as a result of this visit.

4. Summary of evidence

Written materials

- Safeguarding policy
- Recruitment Policy
- Arrangements to educate pupils about safeguarding, including e-safety.
- Records of staff training with particular reference to safeguarding
- Code of conduct for staff
- Single central register of appointments
- Staff files with supporting evidence of checks recorded on the SCR

Meetings with school personnel

- Introductory meeting with head – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit.
- Meeting with the DSL – to discuss implementation of safeguarding policy, training and induction of new staff.
- Meeting with person responsible for carrying out staff recruitment checks – to review school's recruitment procedures, to scrutinise single central register of appointments and to check staff recruitment files.
- Meeting with Chair of Governors and head.

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above).
- Two meetings with pupils (Years 5 to 7 and Years 8 and 9).
Meeting of inspectors.