



ISI Independent
Schools
Inspectorate

Progress Monitoring Inspection Report

The St Michael Steiner School

October 2022

School's details

School	The St Michael Steiner School			
DfE number	313/6002			
Registered charity number	1094960			
Address	The St Michael Steiner School Park Road Hanworth Park London TW13 6PN			
Telephone number	0208 893 1299			
Email address	info@stmichaelsteiner.com			
Chair of college of teachers	Ms Eleni Karakonstanti			
Chair of trustees	Mr Adam Norsworthy			
Age range	3 to 18			
Number of pupils on roll	129			
	EYFS	7	Juniors	52
	Seniors	57	Sixth Form	13
Date of inspection	5 October 2022			

1. Introduction

Characteristics of the school

- 1.1 The St Michael Steiner School is an independent co-educational day school situated in Hanworth, London. A registered charity, the school is administered by the company directors as trustees. The school follows the Steiner Waldorf curriculum. It includes an Early Years Foundation Stage (EYFS) setting. The school is led and managed by a group of staff known as the college. A new chair of the college is chosen periodically by the group, with the current chair taking up her position in September 2022. The school has seven pupils who require support for special educational needs and/or disabilities (SEND), of whom one has an education, health and care plan. There are 50 pupils who speak English as an additional language (EAL). The previous inspection was an additional inspection which took place on 13 January 2022, preceded by a material change visit on 25 February 2020.

Purpose of the inspection

- 1.2 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 additional inspection on 13 January 2022. 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)	Not met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 7, paragraph 33 (manner in which complaints are handled)	Met
Part 34, paragraph 34 (quality of leadership and management)	Not met

2. Inspection findings

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

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 does not meet the standard and the requirements.
- 2.4 The school has acted effectively to implement several of the actions required as a result of the previous inspection. It ensures that records of safeguarding and other welfare concerns is adequately detailed. Concerns relating to pupils and any relating to any adults working in the school are kept separately. Staff, including the designated safeguarding lead (DSL) and deputy DSLs receive appropriate safeguarding training. Many staff understand this training in safeguarding they have received. They are aware of their responsibilities towards pupils, including those with additional vulnerabilities such as SEND. Staff understand their responsibility to report concerns relating to any adults working in the school.
- 2.5 The DSL and deputy DSLs provide sufficient coverage for their role, including in the EYFS and sixth form. The school encourages pupils to share any concerns that they might have, confirmed by pupils who spoke to the inspectors. The school teaches pupils how to keep themselves safe, including when online, and any internet use in the school is suitably filtered and monitored. It encourages and guides pupils to develop appropriate relationships with one another. An appropriate safer recruitment policy is implemented effectively. Staff follow an appropriate code of conduct. Suitable procedures are in place to respond to any allegations against staff.
- 2.6 Safeguarding records show that most safeguarding concerns are responded to effectively. However, the school does not always act in the best interests of the child. Those with safeguarding responsibilities do not demonstrate a comprehensive understanding of their role. They do not always understand and fulfil the requirement to obtain and consider the advice of local safeguarding partners.
- 2.7 In particular, those with safeguarding responsibilities have not always reported allegations about sexual violence or sexual harassment within pupil relationships to external agencies, as required by current statutory guidance. In addition, the school has not always made an immediate risk and needs assessment once allegations of sexual violence or sexual harassment have been received.
- 2.8 Safeguarding leaders do not always communicate sufficient information to trustees about safeguarding concerns to enable them to retain effective oversight of safeguarding. Whilst otherwise effective steps have been taken to ensure that the annual review of safeguarding is sufficiently independent and rigorous, this inhibits the effectiveness of the trustees' oversight of safeguarding.

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

- 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.

Manner in which complaints are handled [ISSR Part 7, paragraph 33]

2.10 The school meets the standard.

2.11 The school has met the actions set at the previous inspection. It implements a suitable complaints policy effectively. The policy includes all the statutory content listed in the standard. The school now maintains an accurate complaints log which clearly details the stage a complaint reaches and the actions taken, whether or not a complaint is successful. Scrutiny of this log confirms that the school responds to complaints within its published timescale.

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

2.12 The school does not meet the standard.

2.13 Leaders and trustees have acted effectively to meet many of the actions required as a result of the previous inspection, as detailed above. However, the school does not meet all safeguarding requirements. Those with oversight do not ensure that persons with leadership and management responsibility demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the standards are consistently met. The school does not actively promote the wellbeing of the pupils.

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 those with safeguarding responsibilities receive adequate training to understand and meet the requirement to report any allegations about sexual violence or sexual harassment to external agencies as required by current statutory guidance, and to understand the risks to individual pupils involved in such cases [paragraph 7(a) and (b); EYFS 3.4, 3.6 and 3.7].
- Ensure that safeguarding leaders communicate sufficient information to trustees about safeguarding concerns to enable them to retain effective oversight of safeguarding [paragraph 7(a) and (b); EYFS 3.4 and 3.7].

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

- The proprietor must ensure that persons with leadership and management responsibility demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the standards are consistently met, and that they actively promote the wellbeing of the pupils [paragraph 34(1)(a), (b) and (c)]

4. Summary of evidence

4.1 The inspectors met with the chair of the college of teachers, senior leaders and other members of staff and held a discussion with the chair of trustees. They observed lessons, talked with groups of pupils and scrutinised a range of documentation, records and policies.

Inspectors

Mr Steven Popper

Reporting inspector

Mr Michael Phipps

Assistant reporting inspector