



**Progress Monitoring Inspection Report**

**The Cavendish School**

**January 2024**

## School's details

<b>School</b>	The Cavendish School			
<b>DfE number</b>	202/6038			
<b>Registered charity number</b>	312727			
<b>Address</b>	The Cavendish School 31 Inverness Street London NW1 7HB			
<b>Telephone number</b>	020 74851958			
<b>Email address</b>	secretary@cavendish-school.co.uk			
<b>Headmistress</b>	Mrs Taryn Lombard			
<b>Co-Chairs of governors</b>	Mrs Alice Gotto and Mrs Nicola Rushton			
<b>Proprietor</b>	The Cavendish School Charitable Trust Limited			
<b>Age range</b>	3 to 11			
<b>Number of pupils on roll</b>	197			
	<b>EYFS</b>	<b>33</b>	<b>Juniors</b>	<b>164</b>
<b>Date of inspection</b>	12 January 2024			

# 1. Introduction

## Characteristics of the school

- 1.1 The Cavendish School is an independent day school for girls. Founded by the Society of the Holy Child Jesus in 1875, it moved to its current location in 1970. The school is organised into: the early years, for pupils aged three to five; and the juniors aged six to eleven. It is a registered charity administered by a board of governors. The school has 45 pupils who require support for special educational needs and/or disabilities (SEND). No pupil has an education, health and care plan. English is an additional language for 22 pupils. The school's previous inspection was a focused compliance and educational quality inspection in June 2023.

## 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 focused compliance inspection on 13 to 15 June 2023. 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)	<b>Met</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 7, paragraph 33 (complaints)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Met</b>

## 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 meets the standard.
- 2.4 Scrutiny of records, observation and discussions with pupils and staff indicate that appropriate safeguards are implemented effectively, including in the early years. Those responsible for safeguarding hold senior positions within the school. They are suitably knowledgeable and appropriately trained, including for multi-agency working. Safeguarding, pastoral and healthcare staff share key information regularly and effectively. They take into account each individual pupil's physical and psychological needs and wishes, including those pupils with SEND. This information is used to agree appropriate action including the drawing-up and implementation of individual support plans. There is effective liaison with external agencies including referral to child and adolescent health services (CAMHS) and the local authority designated officer (LADO) for safeguarding. Training for other staff and for governors is conducted regularly as required. It is effective and includes informal updates.
- 2.5 Staff are knowledgeable about changes in recent legislation, including the management of children's mental wellbeing, contextual safeguarding, child-on-child abuse, sexual harassment and sexual violence. They understand the principles underpinning the staff code of conduct and the procedures for making a referral, including the importance of low-level reporting. They are confident about using whistleblowing procedures. Interviews with staff confirmed that training is thorough and safeguarding effectively managed. There is suitable provision to handle an allegation against any adult working with children. Senior leaders take appropriate action if any perceived breach of the staff code of conduct occurs, or an allegation is received. They understand their responsibility to make referral to relevant statutory bodies once investigations by external agencies are completed.
- 2.6 The governor responsible for safeguarding meets regularly with the designated safeguarding lead (DSL) and deputies. This enables them to maintain effective oversight of safeguarding policies and their implementation in the school. Reports are given regularly to the governing board by the safeguarding governor and the DSL. These highlight appropriate details of any safeguarding incidents which occur, including during trips and outside of school. This ensures that governors have an appropriate level of understanding, scrutiny and oversight of safeguarding. In addition to continuous monitoring, a suitable annual review of safeguarding is undertaken.
- 2.7 Any concerns raised by pupils are monitored and acted upon by the DSL. Records confirm that when pupils raise a concern, they receive a timely response and action is taken where needed. Pupils named a number of staff to whom they can turn if they are worried or concerned.

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

- 2.8 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]**

- 2.9 The school meets the standard.
- 2.10 The school has, and now follows, an appropriate policy on recording and responding to complaints from parents. It meets the relevant regulatory standards. The school policy for handling parental complaints states that complaints if any, are handled through a three-stage process (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear timescales and, at the third stage, the panel can make findings and recommendations which are communicated to the complainant. The handling of all complaints received since the previous inspection followed the school's policy.
- 2.11 Since the previous inspection the school has reviewed procedures for the implementation of the complaints procedure policy. Whereas the school had not previously identified and considered the informal complaints stage of their policy, the recently revised complaints procedure is now understood and implemented effectively. The complaints record currently consists of clearly identified informal complaints by parents that have been made directly to the school. No formal complaints have been raised since the previous inspection. The governors of the school now have access to the record of complaints. Governors' minutes show that this enables them to support and challenge school leaders appropriately when a complaint is made.

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

- 2.12 The school meets the standard.
- 2.13 Senior leaders and the proprietor, including those with specific responsibilities for safeguarding and the early years, demonstrate good skills and knowledge and fulfil their responsibilities effectively, so that all the other standards are met consistently, and they actively promote the wellbeing of the pupils.

### **3. Summary of evidence**

- 3.1 The inspector held discussions with the head, senior leaders and other members of staff and met with a co-chair of governors. He visited different areas of the school, observed lessons and talked with groups of pupils. He scrutinised a range of documentation, records and policies.