



Progress Monitoring Inspection Report

Emmaus School

January 2024

School's details

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|-----------------------------------------|--------------------------------------------------------------------------------------|----|---------------------|----|
| School name | Emmaus School | | | |
| DfE number | 865/6032 | | | |
| Address | Emmaus School School Lane Staverton Trowbridge Wiltshire BA14 6NZ | | | |
| Telephone number | 01225 782684 | | | |
| Email address | info@emmaus-school.org.uk | | | |
| Headmistress | Mrs Miriam Wiltshire | | | |
| Chair of proprietors / governors | Mr Kevin Wiltshire | | | |
| Proprietor | Emmaus School Ltd | | | |
| Age Range | 4 to 16 | | | |
| Number of pupils on roll | 61 | | | |
| | EYFS | 3 | Juniors | 32 |
| | | | Years 1 to 6 | |
| | Seniors | 26 | | |
| | Year 7 to 11 | | | |
| Date of inspection | 23 January 2024 | | | |

1. Introduction

Characteristics of the school

- 1.1 Emmaus School is a co-educational, independent Christian day school. The school was opened in 1997 by the headteacher and founding governors. The school occupies the site of the old village school in Staverton and has been extended to provide additional accommodation. It has a playground and use of playing fields nearby. The school includes an early years setting. The school has six pupils who require support for special educational needs and/or disabilities (SEND). One pupil has an education, health and care plan. There are four pupils who speak English as an additional language. 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 and educational quality inspection on 20 to 22 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) | Met |
| Part 3, paragraph 11 (health and safety); EYFS 3.64 | Not Met |
| Part 3, paragraph 12 (fire safety) | Met |
| Part 3, paragraph 16 (risk assessment) | Met |
| Part 5, paragraph 23 (toilet, washing and changing facilities) | Met |
| Part 6, paragraph 32(1)(c) (provision of information) | Met |
| Part 8, paragraph 34 (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. The policy was amended during the inspection to ensure definitions of abuse were in line with statutory guidance.

Safeguarding implementation

- 2.3 The school meets the standard.
- 2.4 Arrangements to safeguard and promote the welfare of all pupils, including those in early years, are implemented effectively. This includes those relating to the Prevent duty. The school ensures a culture of listening to pupils. Pupils confirm that they are frequently reminded about the variety of people to whom they can turn for support, including those from external agencies. Pupils receive a response when they express concerns, and appropriate action is taken where necessary. This was confirmed during interviews with pupils and staff and by records of safeguarding. Pupils understand how to keep themselves and others safe, including when online. Filtering and monitoring of technology within the school is appropriate.
- 2.5 There is a designated safeguarding lead (DSL), trained in line with locally agreed procedures, who also acts as the nominated lead for the early years. The DSL is supported effectively by a team of deputies who together with all staff, are suitably trained. Staff are required to read the latest statutory guidance and are made aware of the definitions of child-on-child abuse within this. Interviews with leaders and staff confirmed that they fully understand and fulfil their different roles in safeguarding effectively. In particular, staff understand different types of abuse including child-on-child abuse and sexual harassment, and the particular vulnerability of pupils with SEND. Senior leaders communicate concerns with relevant outside agencies effectively. They take prompt action if needed.
- 2.6 Suitable arrangements to handle allegations against adults working with pupils are implemented effectively. Safeguarding is effectively managed. There is an appropriate staff code of conduct and suitable arrangements for whistleblowing. Interviews with staff confirmed suitable understanding of these and a willingness to act appropriately should the need arise. Staff also understand the need to report concerns expressed at a low level. Records show that staff report any safeguarding concerns to the appropriate person in a timely fashion. They understand the correct reporting lines including in areas of potential conflict of interest.
- 2.7 Staff recruitment procedures now follow all statutory guidance. The school ensures that due consideration is given to carrying out online searches as part of due diligence, when appointing staff.
- 2.8 The proprietor ensures that appropriate oversight of all safeguarding procedures is maintained, including those for recruitment. Effective review of safeguarding, and regular discussions about safeguarding policy and practice ensures this. Governors are appropriately trained in safeguarding.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11; EYFS 3.64]

- 2.9 The school does not meet the standard and the requirements.

- 2.10 Since the previous inspection, the school has made progress in keeping accurate and systematic health and safety records. However, although the school implements suitable monitoring to ensure health and safety arrangements in some areas, this is inconsistent. A system for regular water temperature checks in order to address the dangers of legionella disease has been further developed, despite being omitted from the action plan, but this is not systematically undertaken or recorded.
- 2.11 There is limited governance oversight of health and safety actions. At the time of the inspection, an interim link governor to oversee monitoring of health and safety had been identified but they were not yet fully engaged in the role. The governors have not fully implemented the action plan in this respect.
- 2.12 Staff have received some training on health and safety in relation to the school procedures, but this training is not fully in line with all the required training identified in the school policy. The policy itself has not been reviewed since the previous inspection, to check that it is suitably informed by guidance on health and safety and reflects the needs of the school and staff.

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

- 2.13 The school meets the standard.
- 2.14 The school has implemented the requirements of an effective fire risk assessment. It has mitigated against identified risks including by fitting and regularly testing alarms and emergency lighting. Suitable and regular records of such tests are kept. A suitable number of staff have up to date fire marshal training and all staff have been trained in school fire safety procedures, including for fire evacuation. Pupils and staff confirmed that regular evacuation practices take place and this was confirmed by records.

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

- 2.15 The school meets the standard.
- 2.16 The school has a suitable risk assessment policy. An effective review of its risk assessments has ensured that they are up to date and now cover all key areas including different sporting activities. Appropriate action is taken to reduce any risks that are identified. Risk assessments take into account the needs of early years children where required and are effectively implemented.
- 2.17 Staff have been trained effectively to identify and manage foreseeable potential risk and to carry out risk assessments in areas relevant to their roles.

Premises and accommodation – toilet washing and changing facilities [ISSR Part 5, paragraph 23]

- 2.18 The school meets the standard.
- 2.19 The school provides suitable separate toilet and washing facilities for the sole use of pupils and separate facilities for male and female pupils over the age of 8.
- 2.20 Suitable showering provision has been made through use of an appropriate facility at the local sports grounds used by the school pending planning permission for installing a shower in school. At the time of the inspection, use of the hall facility awaited completion of final water safety checks and an access key being given, both of which are imminent. Once these steps are completed, it is likely that the school's provision will meet the standard.

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

- 2.21 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]

- 2.22 The school does not meet the standard.
- 2.23 The proprietor does not ensure that persons with leadership and management responsibilities demonstrate good skills and knowledge to fulfil their roles effectively so that the independent school standards are met consistently, and the school actively promotes the wellbeing of pupils. Governors have not fully implemented the action plan required by the previous inspection.

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 11; EYFS 3.64

- The school must ensure that suitable health and safety checks are consistently undertaken and recorded, including those related to legionella testing, and that suitable procedures are implemented in full to ensure governors' effective oversight of all health and safety procedures [paragraph 11; EYFS 3.64].
- The school must ensure that the health and safety training stipulated in the school's policy is fully implemented to meet the needs of the staff [paragraph 11; EYFS 3.64].

ISSR Part 8, Leadership and management, paragraph 34

- The school must ensure that persons with governance, leadership and management responsibilities demonstrate sufficiently good skills and knowledge to fulfil their roles effectively so that the independent school standards are met consistently, the school actively promotes the wellbeing of pupils, and the requirements of the previous inspection are fully implemented [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 and talked with groups of pupils. They scrutinised a range of documentation, records and policies.