



Progress Monitoring Inspection Report

The St Michael Steiner School

September 2023

School's details

School name	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	Mr Stuart Purdey			
Chair of trustees	Mr Adam Norsworthy			
Age Range	3-18			
Number of pupils on roll	121			
	EYFS	12	Juniors	67
	Seniors	22	Sixth Form	20
Date of inspection	11 September 2023			

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 develops its curriculum based on the work of Rudolf Steiner. 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 his position in January 2023. The school has five pupils who require support for special educational needs and/or disabilities (SEND), of whom one has an education, health and care plan. No pupils speak English as an additional language (EAL). The previous inspection was a progress monitoring inspection which took place on 5 October 2022, following an additional inspection on 13 January 2022.

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 progress monitoring inspection on 5 October 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)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management)	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 meets the standard.
- 2.4 Safeguarding arrangements are implemented effectively in line with current statutory guidance. The school provides appropriate support for pupils' needs, including listening to children. Discussion with pupils showed that staff listen to their views, give a response and take appropriate action when concerns are raised. This was confirmed by records of safeguarding incidents. All staff have received suitable training on the most recent changes to statutory guidance, including online safety. New staff complete a comprehensive induction process to ensure they understand their safeguarding responsibilities. The training includes details of *Keeping Children Safe in Education* (KCSIE) Part 1 and Annex B; the staff code of conduct; whistleblowing procedures; procedures for children missing education; and the school's behaviour policy. The designated safeguarding lead (DSL) and deputies have sufficient status and authority to undertake their roles. Since the previous inspection, the DSL has undertaken a range of training with the local authority and online. This included how to manage cases of sexual abuse and harassment and how to complete a welfare risk assessment for the pupils involved. In discussion, those with designated roles in safeguarding demonstrated that they now have appropriate knowledge with regard to sexual abuse or harassment cases, sufficient to enable them to liaise appropriately with external agencies. The DSL provides regular informal updates to staff and opportunities for discussion on any changes to safeguarding policy and its implementation.
- 2.5 Staff have an appropriate understanding of their safeguarding responsibilities, including for any pupils with SEND. They recognise the importance of 'early help' strategies, know how to report any concerns about pupils or other staff, and do so appropriately. They understand the varied types of child-on-child abuse and the seriousness of such behaviours. They understand how to report any concerns about senior leaders or other adults working with pupils. Appropriately detailed records for safeguarding concerns are maintained, which are regularly monitored by the DSL. These confirm that there is now timely and appropriate liaison with both parents and local agencies, such as was required by the previous inspection.
- 2.6 The trustees are trained appropriately in safeguarding. They undertake an annual safeguarding review with due diligence, demonstrating a greater degree of rigour in their oversight of arrangements. They are able to do so because staff with designated safeguarding responsibilities now communicate sufficient information about safeguarding concerns to them, as required by the previous inspection. The governing body provides for suitable checks on staff recruited to work in the school to be undertaken and they have effective oversight of the filtering and monitoring of technology. They provide suitable support and challenge to staff.

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

- 2.7 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]

- 2.8 The school meets the standard.
- 2.9 The trustees have ensured that the action plan required by the previous inspection has been fully implemented. Since the previous inspection, the flow of communication and information between senior staff responsible for safeguarding and the trustees has improved appropriately. This ensures that trustees have the necessary information they require to fulfil their responsibility for oversight of safeguarding policy and procedures securely. The trustee with board level responsibility for safeguarding has undertaken suitable, higher-level training. They visit the school regularly to speak to the DSL, staff and pupils to ensure that implementation of safeguarding is robust. As a result of the action taken since the previous inspection, including completion of a range of training, trustees have ensured that the school's leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. Policies are effectively implemented in practice and actively promote the wellbeing of all pupils.

3. Regulatory action points

- 3.1 For the regulations which were the focus of this inspection, 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 inspection.

4. Summary of evidence

- 4.1 The inspectors held discussions with the chair of college of teachers, senior leaders and other members of staff and met with the chair of trustees and designated board lead for safeguarding. They visited different areas of the school and talked with groups of pupils. They scrutinised a range of documentation, records and policies.