

STORMONT SCHOOL

The Causeway, Potters Bar, Hertfordshire, EN6 5HA

02 MAY 2018

CHARACTERISTICS OF THE SCHOOL

Stormont School is a day school for girls aged 4 to 11 years. Registered as a charitable trust in 1962, it is administered by a board of governors. There are 150 pupils on roll, of whom 14 are in the Early Years Foundation Stage (EYFS). The school has identified 13 pupils as having special educational needs and/or disabilities (SEND), 6 of whom receive additional support. There are no pupils with a statement of special educational needs or an education, health and care (EHC) plan. Six pupils have English as an additional language (EAL) but none required additional support. The previous ISI inspection was in November 2017.

PURPOSE OF THE VISIT

This was an unannounced progress monitoring visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the Regulatory Compliance Inspection on 15 to 16 November 2017. The focus of the visit was on the suitability of staff, supply staff and proprietors and the quality of leadership and management in addition to safeguarding.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7(a) and (b)]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]

The school meets the regulations.

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.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. This policy is supported by suitable guidance on whistleblowing and a code of conduct for staff.

Safeguarding arrangements are implemented effectively so that suitable support is provided for pupils' needs and their welfare is promoted. The designated safeguarding lead (DSL) has undertaken training provided by the local authority, which includes inter-agency procedures and the prevention of radicalisation, as has the deputy DSL. New staff are provided with thorough induction training, which includes all the required elements, before they take up their appointment. Staff receive annual refresher training in line with the requirements of the LSCB, as well as regular safeguarding updates, and their training is clearly recorded on the school's management information system. Staff are alert to the signs of abuse and know their responsibilities for reporting this to the DSL; they monitor and address the needs of pupils who are in need of early help. The school maintains thorough records of child protection concerns. The DSL readily contacts external agencies for advice as necessary and follows advice given. Safeguarding is a standing item in the head's report to governors and at every governors'

meeting. The nominated safeguarding governor is trained at the higher level and maintains regular liaison with the DSL.

Since the previous inspection and in response to its action plan, the school has undertaken a rigorous review of its recruitment procedures, the single central register and staff personnel files. It has filled historic gaps in checks and now ensures that all checks are completed prior to the start of employment. Staff engaged in the recruitment process have either completed or nearly completed an accredited training course on safer recruitment, to underpin their knowledge of correct process. All staff and governors have undertaken recent training on recruitment requirements. The single central register is checked monthly by members of the leadership team, so that any issues can be identified promptly and action taken. Governors check the register and associated paperwork at least once a term. The shortcomings found at the previous inspection, relating to barred list, prohibition from teaching checks and references, have been rectified.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraph 18(3)]

The school meets the regulations.

The school ensures that appropriate checks on staff and governors are completed prior to their taking up their post and records these in the single register of appointments and staff personnel files.

The quality of leadership and management [ISSR Part 8, paragraph 34 (a) and (b)]

The school meets the regulations.

The governors ensure that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the standards are consistently met and they actively promote the well-being of the pupils.

REGULATORY ACTION POINTS

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, and requirements of the Early Years Statutory Framework.