

STANBOROUGH SECONDARY SCHOOL

Stanborough Park, Watford, Hertfordshire, WD25 9JT

2ND NOVEMBER 2016

CHARACTERISTICS OF THE SCHOOL

Stanborough Secondary school is a co-educational day and boarding school for pupils from the ages of 11 to 18, managed by the Seventh-day Adventist church. The school is a registered charity, the British Union Conference (BUC) of the Seventh-day Adventists. Governance is through a board of governors, some of whom are members of the BUC. The school was founded in 1919 and the current complex, including boarding accommodation, was completed in 1991. It occupies a 40-acre site in Garston, just outside of Watford. On the same site, but registered separately and not part of this inspection, is the International Stanborough School. Pupils from both schools share boarding accommodation. At the time of the inspection there were 79 pupils on roll, 42 boys and 37 girls. Of these 13 are boarders, three full boarders and ten weekly boarders. Five pupils require support for special educational needs or disabilities (SEND). Two pupils have English as an additional language (EAL) and receive additional support. One pupil has an educational and health care plan (EHC). The previous inspection by ISI was in March 2016.

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 Integrated inspection between 8 and 11 March 2016. The focus of the visit was on some aspects of Part 3 (safeguarding), Part 4 (suitability of staff and proprietors) and Part 8 (quality of leadership and management) of the Independent School Standards Regulations and associated National Minimum Standards for Boarding Schools (NMS 11, 13 and 14). Additionally, the visit focused on ISSR Part 6 (the provision of information to parents) and NMS 8 (provision of food and drink).

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b) & 8 (a) and (b); NMS 11]

The school meets the requirements.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

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

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.

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b) & 8 (a) and (b); NMS 11]

The school meets the Regulations.

The policy is effectively implemented. The school has a suitable staff recruitment policy and checks are accurately recorded in staff files. The school has a suitable staff code of conduct that is understood by staff. It includes acceptable use of technologies; whistleblowing; staff-pupil relationships and communication, including via social media. Induction training for new staff includes all the required elements and safeguarding training from the Designated Safeguarding Lead (DSL) before appointment. Staff have read and show good understanding of *Keeping Children Safe in Education* (KCSIE) Part 1 and Annex A, and receive weekly electronic updates about safeguarding. Training records are systematic. Aspects of safeguarding are frequently discussed at staff briefings. The head's briefing notes for the term show that there has been discussion on the new KCSIE, female genital mutilation and pornography.

Staff are aware of the vulnerability of children in residential settings and are alert to the variety of cultural approaches that exist. They understand the difference between a concern and a child being in immediate danger and that anyone can make a referral, which the school actively promotes. They are aware that peer-on-peer abuse is a safeguarding issue, and pupils have clear guidelines which encourage the reporting of any bullying. The school promotes an active culture for listening to pupils' concerns. Consequently, pupils receive prompt support when needs are identified. Safeguarding records are detailed and clearly demonstrate that information is shared quickly and readily with external agencies and, unless inappropriate, with parents. Any situations are closely monitored. The school has clear protocols, understood by staff, should there be allegations of abuse against staff, volunteers and the head. Appropriate arrangements are in place should an allegation be made against a member of boarding staff.

The DSL is the head. Her two deputies (Deputy Designated Safeguarding Leads; DDSLs) can act with suitable independence if needed. All are trained at the appropriate level. The safeguarding governor exerts a close overview of the arrangements, checks records and monitors the effectiveness of the DSL and DDSLs. The governors discuss safeguarding at meetings, and formally review the arrangements annually.

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 15]

The school meets the Regulation.

The admission and attendance registers contain all the necessary requirements. The school has a clear understanding of the action needed should a pupil leave the school at a non-standard point in the school year.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2)(a) and 21(3)(a)(ii)]

The school meets the Regulations.

The school has reviewed its recruitment procedures. The single central register (SCR) is accurately completed, and the information correlates exactly to that contained in well organised staff files. The school carries out the required checks on all relevant adults prior to their employment. The SCR shows that all employees, volunteers and governors have been checked and none are barred from regulated activity relating to children.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2)(b) and 21(3)(a)(iii)]

The school meets the Regulations.

The SCR records that checks have been made that all relevant staff are not carrying out work in contravention of a prohibition order, interim prohibition order, any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2)(d) and 21(3) (a)(vi)]

The school meets the Regulations.

Enhanced criminal record checks are made and enhanced criminal record certificates are obtained before or, as soon as practicable, after the appointment of all employees, and are recorded on the SCR. On the one occasion when an enhanced check was delayed, a barred list check was undertaken before appointment and rigorous supervision procedures were put in place.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 (2)(e) and 21(3) (a)(vi)]

The school meets the Regulations.

Further checks are carried out on employees who have lived or worked abroad, and are recorded in the SCR. The school is aware that since 6 September 2016, in accordance with KCSIE, it must undertake an EEA check where appropriate.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(3) and 21(3)(a) (i) (iv) (vii) (viii)]

The school meets the Regulations.

Before a person's appointment, checks are made on that person's identity; medical fitness; right to work in the United Kingdom and, where appropriate, the person's qualifications and overseas checks.

Staff Recruitment and Checks on Other Adults [NMS 14]

The school meets the Standard.

The school operates safer recruitment procedures in line with its policy. It has procedures in place for overnight visitors and written agreements for partners of residential boarding staff. The school does not recommend guardians, and any with whom boarders stay at weekends or during the holidays are family relatives.

Provision and Preparation of Food and Drinks [NMS 8.1]

The school meets the Standard.

The school has taken active steps to improve the quality and range of food available for boarders. Pupils are happy with what is provided, and confirm that they are regularly consulted about menus. Meals are nutritious, and provide for special dietary, religious or medical needs. Boarders are provided with snacks outside meal times, and have easy access to hot drinks and water.

Quality of leadership and management [ISSR Part 8, paragraphs 34 (1) (a), (b) and (c) and NMS 13.3,13.4,13.5]

The school meets the Regulations and Standards.

The leadership and management have addressed all areas of the action plan with great thoroughness, and show a secure understanding of good practice going forward. They demonstrate good skills and knowledge appropriate to their role, so that the Independent School and National Minimum Standards are met consistently. Governors and school leaders have a keen understanding of safeguarding risks in the school's environment. Updates for governors and staff are regular. There is a clear awareness of the implications of new regulations.

REGULATORY ACTION POINTS

The school meets all the requirements of the Education (Independent School Standards) Regulations 2014 and the National Minimum Standards for Boarding Schools 2015.