

DAIR HOUSE SCHOOL

Bishops Blake, Beaconsfield Road, Farnham Royal, Buckinghamshire, SL2 3BY

24 MAY 2017

CHARACTERISTICS OF THE SCHOOL

Dair House School is a day school for pupils aged 3 to 11 years. It was founded in 1932 and moved to its present site in the late 1950s. In 1975 the parents bought the school from the proprietor and created the present charitable trust. The board of governors comprises parents of former pupils and those with professional experience relevant to their role as governors.

At the time of the visit, 131 pupils were on roll, of which 74 were boys and 57 girls; 32 children were in the Early Years Foundation Stage (EYFS). The school has identified 34 pupils who have specific educational needs and/or disabilities (SEND), two of whom have statements of special educational need and/or disabilities. Thirty-one pupils are supported in school for a range of learning difficulties including dyslexia and dyspraxia. No pupil has English as an additional language (EAL). The previous inspection of the school was in November 2016.

PURPOSE OF THE VISIT

This was an announced 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 in November 2016. The focus of the visit was on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) concerned with the welfare, health and safety of pupils, in particular, safeguarding; the suitability of staff and the quality of leadership and management.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7(a) and (b); EYFS 3.4, 3.5]; Provision of information to parents [ISSR Part 6, paragraph 32 (1)(c)].

The school meets the Regulations.

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

Safeguarding arrangements are implemented effectively to ensure the welfare of pupils, including for children in the EYFS. Staff with designated responsibility for safeguarding receive training at the appropriate level, including for working with other safeguarding agencies. All staff receive regular training in safeguarding and their responsibility in promoting the welfare of pupils, in line with the requirements of the local safeguarding children board. This includes training in promoting the pupils' e-safety and in Prevent. Staff new to the school receive appropriate induction training, including those staff who start work at times other than the start of term. All staff have read *Keeping Children Safe in Education (KCSIE) Part 1 and Annexe A*; their understanding of what they have

read is checked via discussions and role play of possible scenarios. Appropriate records of staff training are kept systematically.

Staff are clear as to the actions they should take should they have concerns about a child or be in receipt of an allegation of abuse, or should they have concerns or hear an allegation about a member of staff. They know where to find further guidance should they need it. They know that anyone can make a referral to the local safeguarding children board or, in the case of a child being in immediate danger, to the police, and say they are confident to do so should the need arise.

Staff have a clear understanding of the school's staff code of conduct, including the use of mobile phones, guidance on taking images of children involved in school activities, and their use of social media. Pupils are taught how to keep themselves safe on the internet. Filters protect pupils from accessing unsuitable websites and appropriate arrangements are made to monitor the use of the school's internet server.

The school liaises closely with the local safeguarding board and knows to follow the advice they receive. Records are kept of child protection concerns and stored appropriately. The school is aware of the need to liaise appropriately with parents about safeguarding concerns that arise and ensures that parental wishes do not override the best interests of the child's welfare. The school's safeguarding arrangements are effectively overseen by the governors.

Since the previous inspection, the school has revised its policies and procedures for carrying out pre-appointment checks on staff, including the effective monitoring of these by leadership and management. The school has rectified where possible the historical omissions in checking the employment history of staff and these checks have been carried out before staff appointed since the previous inspection have commenced employment. Processes now ensure that a separate check is made against the barred list in any instance where the criminal records check is delayed beyond the date the member of staff starts work.

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

The school meets the Regulations.

The school has rectified where possible the historical omissions in checking the medical fitness of visiting staff, a process which was commenced during the previous inspection. Since the previous inspection, all such checks have been carried out before staff have commenced employment. Staff files confirm that these checks of medical fitness have been made. They have been correctly entered on the SCR, along with checks of qualifications and other checks.

The school has revised its safer recruitment policy to include the need for these checks to be made on all staff, including visiting staff.

Quality of leadership and management of schools [ISSR Part 8, paragraph 34(1)]

The school meets the Regulation.

Since the previous inspection, the school's leadership, management and governors have undertaken training and reviewed practices to enable them to fulfil their responsibilities effectively. Processes have been established whereby leadership and management regularly monitor staff pre-appointment checks and the recording of those checks on the school's single central register. Such monitoring is then reported on in the termly meeting of the governors' safeguarding committee and the full governing body. Safeguarding, including staff pre-appointment checks, is now a standing agenda item for all meetings of the full governing board.

The governing body has, therefore, ensured that those with leadership and management responsibilities demonstrate good skills and knowledge, and fulfil their responsibilities effectively so that the Independent School Standards Regulations are met consistently and that the school actively promotes the well-being of 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 2014.