

## **LYNDHURST SCHOOL**

36 The Avenue, Camberley, Surrey, GU15 3NE

**03 JULY 2017**

### **CHARACTERISTICS OF THE SCHOOL**

Lyndhurst School is an independent day school for boys and girls aged 3 to 11 years. Founded in 1895, the school is owned and governed by the Sugden Family Trust, who act as trustees, together with three additional governors who are independent of the family. There are currently 126 pupils on roll. Fifteen pupils require support for special educational needs and/or disabilities (SEND), two of whom have a statement of special educational needs or an education, health and care (EHC) plan. They require support with autistic spectrum disorder and cognitive and emotional difficulties. No pupils have English as an additional language (EAL). The previous ISI focused compliance and educational quality inspections took place on 15 to 17 November 2016.

### **PURPOSE OF THE VISIT**

This was an announced 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 previous inspections. The focus of the visit was on safeguarding, the suitability of staff, supply staff, and proprietors and the quality of leadership and management.

### **INSPECTION FINDINGS**

#### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 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 which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. It has regard to the most recent statutory guidance, *Keeping Children Safe in Education 2016 (KCSIE) (September 2016)*. The policy identifies a governor with responsibility for the oversight of safeguarding, and is further supported by suitable guidance covering the safe recruitment of staff, whistleblowing, a staff code of conduct and information on how pupils are educated about online safety. The school implements the safeguarding policy effectively. Safeguarding procedures are well managed in line with the local authority guidance. Appropriate procedures are in place to support pupils in need. There are suitable arrangements for listening to pupils. Detailed child protection records are held securely with the required confidentiality. The designated safeguarding lead (DSL) and her deputy have recent safeguarding training, including inter-agency training, provided by the local authority.

All other staff receive regular safeguarding training, which includes the dangers of extremism and radicalisation. They have a strong understanding of their responsibilities and are aware of how to refer concerns. They understand that anyone can make a referral to the children's services. New staff have undergone suitable

induction training. All staff have received a copy of KCSIE Part 1, which includes Annex A. They sign to say that they have read and understood this. Staff report that they receive informal updates from the DSL and additional on-line training to confirm their understanding of procedures. Appropriate records of staff training are maintained. There have been no recent incidents, but staff understand the need to report any allegations against staff to the Disqualification and Barring Service (DBS) and/or National College for Teaching and Leadership (NCTL).

Pupils report that they feel happy and safe in school and would feel confident to report any concerns to members of staff. Pupils confirm they are taught about safe internet and social media use and how to report any issues which arise.

The safeguarding governor visits regularly, conducts a safeguarding audit, and reports back to the main board, together with the DSL. Governors formally review the school's policy and arrangements annually.

The school has ensured that it follows current regulatory guidance in relation to recruitment procedures for staff, notably those of previous employment history, references and checks against the prohibition from teaching and the barred list.

**The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(c)(ii) and (iii), 18(2)(e), 18(3), 19(2)(a)(i), 19(2)(d)(i), 21(3)(a)(iii) and (vii), 21(5)(a)(i)]**

The school meets the regulations.

The proprietor and leadership have ensured that the school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors, and that a register is kept as required. The register and individual staff files are organised systematically and clearly record the dates when the appropriate checks have been made. Staff appointed since the previous inspection been checked appropriately and as required.

In particular, the school has ensured that it has carried out the required recruitment checks concerning medical fitness, the right to work in the United Kingdom, and overseas checks to determine the suitability of staff, before appointment. The school has ensured that it obtains written notification from agencies for contracted staff before they start working at the school.

**Quality of leadership and management [ISSR Part 8, paragraph 34(1)(a), (b) and (c)]**

The school meets all of the Regulations.

The proprietor now ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils. The proprietor and school leaders and managers have fully and successfully implemented the action plan submitted following the previous inspection.

## **REGULATORY ACTION POINTS**

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