

## Report for a Progress Monitoring Visit

<b>School name</b>	Redroofs School for the Performing Arts
<b>DfE number</b>	868/6018
<b>Address</b>	26 Bath Rd Maidenhead Berkshire SL6 4JT
<b>Head</b>	Ms Samantha Keston
<b>Proprietor</b>	Ms June Bloom
<b>Date of visit</b>	27 September 2018

## 1. Introduction

### Characteristics of the school

- 1.1 Redroofs School for the Performing Arts is an independent day school for boys and girls aged 9 to 18 who wish to specialise in musical theatre, dance, acting and media. The school is part of Redroofs Holdings, which includes a theatrical agency and theatre. The proprietor of Redroofs Holdings owns the buildings and has responsibility for oversight as the school's sole proprietor. Responsibility for the day-to-day running of the school is delegated to her 2 daughters as co-directors. At the time of the visit there were 63 pupils on roll. The school has 5 pupils who require support for special educational needs and/or disabilities, of whom 4 have a statement of special educational needs or an education, health and care plan. No pupils speak English as an additional language. The school's previous inspection was a regulatory compliance inspection in January 2018.

### Purpose of the visit

- 1.2 This was an unannounced progress monitoring visit at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection on 24 to 25 January 2018.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7(a) and 7(b) (safeguarding)	Met
Part 4, paragraph 18(3)	Met
Part 8, paragraphs 34(1)(a), (b) and (c)	Met

## 2. Inspection findings

### Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7(a) and 8(a)]

#### 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 standards.
- 2.4 The implementation of the school's safeguarding policy provides appropriate support for pupils' needs. The school implements the correct procedures for safeguarding children's welfare, which are fully in line with the most recent statutory guidance, *Keeping Children Safe in Education* (KCSIE September 2018). Appropriate support is in place for all pupils which ensures that they are listened to. Pupils report that they feel safe and that they always have someone to turn to should they have a concern.
- 2.5 Safeguarding is effectively managed and procedures are regularly reviewed. The designated safeguarding lead (DSL) is a member of the senior leadership team. The school liaises appropriately with outside agencies. Suitable arrangements are in place to ensure the correct referral process for allegations against staff (including the DSL), volunteers and the head. The deputy designated safeguarding lead (DDSL) has appropriate training in local inter-agency working protocols and training in the LSCB's/safeguarding partners' approach to *Prevent* duties. The DSL, who works closely with the DDSL, has training from the neighbouring county at the appropriate level, and training in Maidenhead & Windsor LSCB is scheduled to take place in October 2018. Two further staff members have training at DSL level from the LSCB. The staff code of conduct provides appropriate guidance and staff sign an acceptable use of ICT policy. Staff have appropriate levels of training and records of such training are carefully monitored and maintained. Appropriate arrangements are in place for the induction of new staff, which includes training in safeguarding. Staff are aware of the particular needs of their pupils, and of signs of a child at risk or a child in need. During interviews they demonstrated a strong understanding of their responsibilities and are aware of how to refer concerns. Staff have read and understood the latest version of Part 1 of *KCSIE* and those involved in working with children have read Annex A of the same document. Appropriate filters and monitoring systems are in place to safeguard children from potentially harmful and inappropriate material online. Pupils and staff interviewed reported that the filtering was appropriately in place with suitable blocking.
- 2.6 The proprietor monitors and supports those with designated roles for safeguarding in the school, and ensures regular review of policies and procedures, including procedures for safer recruitment. Required checks on members of staff have been carried out before employment begins, including those relating to prohibition from teaching.

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

- 2.7 The school meets the standard.
- 2.8 The school ensures that all required checks are carried out before employment begins, including those relating to barred list checks, identity, qualifications, medical fitness, prohibition from teaching and checks of those who have worked overseas.

**Provision of information [ISSR Part 6, paragraph 32]**

- 2.9 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]**

- 2.10 The school meets the standards.
- 2.11 The proprietor ensures that the leadership and management demonstrate good skills and knowledge, fulfil their responsibilities effectively so that the other standards are consistently met, and actively promote the well-being of pupils, in particular through effective implementation of safeguarding and recruitment policies.

### **3. Regulatory action points**

- 3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and no further action is required as a result of this visit.

## 4. Summary of evidence

### Written materials

- Safeguarding policy
- Complaints procedure
- Parents' handbook
- Code of conduct for staff
- School development plan
- Staff recruitment procedure
- Governors' minutes with regard to the annual review of the safeguarding/child protection policy and procedures
- Single central register of appointments
- Records and correspondence relating to safeguarding/behavioural incidents and bullying
- Evidence of referrals/consultations
- Record of safeguarding training for head and all staff

### Meetings with school personnel

- Introductory meeting with head – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit
- Meeting with the DSL and DDSL– to discuss implementation of safeguarding policy, training and induction of new staff
- Viewing single central register of appointments, together with the person who maintains it
- Meeting with responsible for carrying out staff recruitment checks – to review school's recruitment procedures, to scrutinise single central register of appointments and to check staff recruitment files
- Meeting with proprietor

### Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- A meeting with five teaching and non-teaching staff, selected by inspectors, to discuss their training, safeguarding pupils, promoting e-safety and contacts with parents
- Interviews with pupils, chosen by inspectors
- Meeting of inspectors