

## Report for a Progress Monitoring Visit

<b>School name</b>	Rosemary Works School
<b>DfE number</b>	204/6408
<b>Address</b>	Rosemary Works School 1 Branch Place London N1 5PH
<b>Headteacher</b>	Mr Rob Dell
<b>Proprietor</b>	Jaqueline Louge Kate Jennings Adam Vincent
<b>Date of visit</b>	7 December 2018

## 1. Introduction

### Characteristics of the school

- 1.1 Rosemary Works School is an independent day school for boys and girls aged between three and eleven years. It was founded in 2000 and is situated on the borders of Islington and Hackney in London, close to the Regent's Canal.
- 1.2 The school has an Early Years Foundation Stage (EYFS) for pupils aged three to five years and a junior department for pupils aged from five to eleven years. At the time of the visit, there were 128 pupils on roll (52 girls and 76 boys), of whom 51 were in the EYFS and 77 in the junior section. The school has five pupils who require support for special educational needs and/or disabilities, of whom one has a statement of special educational needs or an education, health and care plan. Twenty-seven pupils speak English as an additional language.
- 1.3 The school is owned by three proprietors whose professional experience is in education and business, and is governed by a board of directors which includes the three proprietors. It is managed on a day-to-day basis by a combined senior management team comprising of one of the proprietors, the chair of directors and the headteacher. The school's previous inspection was a regulatory compliance inspection in May 2018.

### Purpose of the visit

- 1.4 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 in May 2018.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	<b>Met</b>
Part 4 (suitability of staff, supply staff, and proprietors)	<b>Met</b>
Part 8, paragraph 34 (quality of leadership in and management of schools)	<b>Met</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.4, 3.5, 3.14]**

#### **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 school's procedures for safeguarding promote the welfare of pupils and shows regard for the most recent statutory guidance Keeping Children Safe in Education 2018 (KCSIE). The school ensures that all arrangements to safeguard and promote the welfare of pupils pay full regard to guidance issued by the Secretary of State, and a suitable recruitment policy is implemented. In particular the following pre-appointment checks are made; checks against the lists of those prohibited from teaching and the barred list and the seeking of appropriate references.
- 2.5 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 policy includes details of Prevent Duty guidance and is further supported by suitable policies covering the staff code of conduct, whistleblowing, children missing in education and e-safety. The safeguarding policy is reviewed annually by the board of directors. The proprietor confirmed that there have been no concerns regarding suitability of staff that have required referrals to the required authorities since the previous ISI inspection in May 2018.
- 2.6 The designated safeguarding lead (DSL) is a member of the board of directors who works permanently in the school and she is assisted by a deputy DSL. The policy and procedures comply with the child protection arrangements for the EYFS including the school's advice on the use of cameras and mobile phones. The DSL is knowledgeable about her responsibilities, and staff understand the need to report any concerns to her or directly to the appropriate authorities for child protection. Safeguarding documents show that concerns about pupil welfare are acted upon appropriately and promptly, and records are kept secure.
- 2.7 The DSL and deputy DSL have undergone appropriate and up-to-date training with the local authority. Staff training is up to date and appropriate induction training has been provided for newly appointed staff. Records of training are carefully maintained and recorded.

#### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]**

- 2.8 The school meets the standards.
- 2.9 The school has ensured since the previous inspection that all required checks are completed before an individual takes up employment or works as a supply member of staff. In particular, since the previous inspection, the school has ensured that checks of those prohibited from teaching and of staff or supply staff who have worked overseas have been completed.
- 2.10 The school has revised its organisation of the single central register and it is carefully maintained. All of the required checks for staff and supply staff are accurately recorded and evidenced in the register, in particular, with regards to checks against the barred list, those prohibited from teaching and of staff and supply staff who have worked overseas.

### **Quality of leadership and management [ISSR Part 8, paragraph 34]**

2.11 The school meets the standards.

2.12 The leadership and management have sufficient knowledge to fulfil their responsibilities effectively so that all of the Independent School Standards are consistently met and the well-being of the pupils is actively promoted. In particular, they have fully implemented the action plan submitted following the previous inspection in regard to safeguarding pupils and of the suitability of staff and supply staff and the recording of recruitment checks.

### 3. Summary of evidence

#### Written materials

- Safeguarding policy
- Records of staff training with particular reference to safeguarding
- Code of conduct for staff and whistleblowing policy
- Staff recruitment policy
- Single central register of appointments

#### Meetings with school personnel

- Introductory meeting with head and school director – to discuss arrangements for the day and to provide initial thoughts on areas specified as focus for the visit regarding the school action plan
- Meeting with the DSL – to discuss implementation of safeguarding policy, training and induction of new staff and any developments since the previous inspection
- Meeting with business manager and administration manager– to discuss health and safety arrangements
- Meeting with the administration manager responsible for carrying out staff recruitment checks – to review school’s recruitment procedures and to scrutinise the single central register of appointments with particular regard to any checks found outstanding at the previous inspection and staff appointments since the previous inspection

#### Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation
- Tour of the school