



ISI Independent
Schools
Inspectorate

REGULATORY COMPLIANCE INSPECTION REPORT

WARLINGHAM PARK SCHOOL

OCTOBER 2017



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SCHOOL'S DETAILS

School	Warlingham Park School			
DfE number	936/6552			
Registered charity number	282940			
Address	Chelsham Common Warlingham Surrey CR6 9PB			
Telephone number	01883 626844			
Email address	info@warlinghamparkschool.com			
Headmaster	Mr Mike Donald			
Proprietor	IPSET Ltd			
Age range	2 to 11			
Number of pupils on roll	105			
	Boys	64	Girls	41
	Nursery	19	Pre-school	17
	Infants	26	Juniors	43
Inspection dates	4 to 5 October 2017			

1. BACKGROUND INFORMATION

About the school

- 1.1 Warlingham Park School is an independent day school for boys and girls. It was founded in 1986 in premises previously occupied by a maintained school which reopened and registered as an independent school. It is owned by the Independent School Primary and Secondary School Trust Ltd.

What the school seeks to do

- 1.2 The school aims to give every child the opportunity to develop their individual talents within a supportive environment that promotes excellence in learning and exceptional behaviour, embracing a broad and challenging curriculum that incorporates new educational ideas whilst still building academic success.

About the pupils

- 1.3 Pupils come from a range of professional backgrounds; they are predominantly of White British heritage. Nationally standardised test data provided by the school indicate that the ability of the pupils is above average.
- 1.4 At the time of the inspection the school had 105 pupils on roll, including 36 children in the Early Years Foundation Stage. Also, 2 pupils have an education, health and care plan. The school has 1 pupil who speaks English as an additional language, who receives support from the classroom teacher and her assistant. No pupils have been identified as the most able in the school population.

2. REGULATORY COMPLIANCE INSPECTION

Preface

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards ('the standards') in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. Additionally, the inspection reports on the school's accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school's most recent statutory inspection.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework and DfE requirements. The inspection may be of COMPLIANCE ONLY or a combined inspection of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any un-met standards identified at their previous inspection.

The inspection was also carried out under the arrangements of the ISC Associations for the maintenance and improvement of the quality of their membership.

This is a COMPLIANCE ONLY inspection and as such reports only on the school's compliance with the standards. The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

Inspections do not include matters that are outside of the regulatory framework described above, such as: an exhaustive health and safety audit; compliance with data protection requirements; an in-depth examination of the structural condition of the school, its services or other physical features; contractual arrangements with parents; an investigation of the financial viability of the school or its accounting procedures.

Inspectors may be aware of individual safeguarding concerns, allegations and complaints as part of the inspection process. Such matters will not usually be referred to specifically in published reports in this document but will have been considered by the team in reaching its judgements.

Links to the full regulations and requirements can be found here: [The Education \(Independent School Standards\) Regulations 2014](#), [Early Years Foundation Stage Statutory Framework](#).

Key Findings

- 2.1 The school does not meet all of the required standards in the schedule to the Education (Independent School Standards) Regulations 2014, and relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements, and should take immediate action to remedy deficiencies as detailed below.

PART 1 – Quality of education provided

- 2.2 In the junior school, the school uses its own framework to determine attainment instead of the national framework.
- 2.3 The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is in place.
- 2.4 **The standards relating to the quality of education [paragraphs 1–4] are met.**

PART 2 – Spiritual, moral, social and cultural development of pupils

- 2.5 Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens.
- 2.6 **The standard relating to spiritual, moral, social and cultural development [paragraph 5] is met.**

PART 3 – Welfare, health and safety of pupils

- 2.7 Good behaviour is promoted; bullying is prevented so far as reasonably practicable; provision is made for first aid. Pupils are properly supervised; admission and attendance registers are maintained, as required. A disability access plan is in place.
- 2.8 Arrangements to safeguard and promote the welfare of pupils do not pay sufficient regard to current statutory guidance with regard to checks on staff and governors. The school carries out regular fire drills, and fire alarm systems and fire extinguishers are checked, but other arrangements for fire safety including the assessment of fire risk by a suitably qualified person are unsatisfactory.
- 2.9 **The standards relating to welfare, health and safety in paragraphs 9 – 11 and 13 - 16, the requirement of Schedule 10 of the Equality Act 2010 [accessibility plan], and the ban on corporal punishment under section 548 of the Education Act 1996 are met but those relating to safeguarding [paragraph 7(a) and (b)] and fire safety [paragraph 12] are not met.**

Action point 1

- **the school must ensure the completion of all recruitment checks on prospective employees before they begin work and on governors before appointment, including checks against the barred list and checks of the list of those prohibited from teaching or management, as required by Keeping Children Safe In Education [paragraph 7(a) and (b)]**

Action point 2

- **the school must ensure full compliance with the Regulatory Reform (Fire Safety) Order 2005, in particular the production of a formally recorded and regularly reviewed fire risk assessment by a qualified person and a fire risk (prevention) policy [paragraph 12]**

PART 4 – Suitability of staff, supply staff, and proprietors

2.10 The school has undertaken a criminal record check on all staff. It has suitably checked their identity, right to work in the UK and qualifications, but other required recruitment checks have not been undertaken with sufficient thoroughness prior to appointment. In particular, the school could not show evidence that a separate check of the barred list had been obtained should a short period of work be allowed prior to receipt of the criminal records check.

2.11 The standards relating to the suitability of those in contact with pupils at the school in paragraphs 18 and 20, and the central recording of checks [paragraph 21] are not all met.

Action point 3

- **the school must ensure that all required checks on staff and members of the proprietorial body are completed before the start of employment [paragraph 18(3) and 20(3)(a)(ii)]**

Action point 4

- **the school must ensure that the central register of appointments comprehensively records all required information, in particular the date of each check made [paragraph 21]**

PART 5 – Premises of and accommodation at schools

2.12 Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play.

2.13 The standards relating to the premises and accommodation [paragraphs 22–31] are met.

PART 6 – Provision of information

2.14 A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for those with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, and its results in public examinations, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website.

2.15 The standard relating to the provision of information [paragraph 32] is met.

PART 7 – Manner in which complaints are handled

2.16 Parental complaints, if any, are handled effectively through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear time scales, and at the third stage the panel can make findings and recommendations which are communicated to the complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful.

2.17 The standard relating to the handling of complaints [paragraph 33] is met.

PART 8 – Quality of leadership in and management of schools

2.18 The proprietorial body have not ensured that the regulatory standards are consistently met and evidenced, particularly in relation to safeguarding, fire safety, and the suitability of staff and governors.

2.19 The standard relating to leadership and management of the school in paragraph 34 is not met.

Action point 5

- **the school must ensure that governors, leadership and management fulfil their responsibilities effectively so that they demonstrate good skills and knowledge, ensuring that the Independent School Standards Regulations are consistently met [paragraph 34(1)(a) and (b)]**

3 INSPECTION EVIDENCE

- 3.1 The inspectors observed lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with members of staff and with the proprietor, and observed a sample of the extra-curricular activities that occurred during the inspection period. Inspectors visited the facilities for the youngest pupils, together with the learning support and educational resource areas. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined curriculum and other documentation made available by the school.

Inspectors

Mrs Loraine Cavanagh

Reporting inspector

Mr Sam Antrobus

Compliance team inspector (Executive chairman, IAPS and ISA schools group)