

## **MOORLAND SCHOOL**

Ribblesdale Avenue, Clitheroe, Lancashire, BB7 2JA

**18 APRIL 2018**

### **CHARACTERISTICS OF THE SCHOOL**

Moorland School is an independent day and boarding school for boys and girls aged between a few months and 18 years. It was originally established in Manchester and moved to its present location in the 1920s. It was taken over by the Harrison family who have run the school for more than 20 years. The school is governed by a limited company registered as a charity. Its former head is the principal director of this company; the other two directors include his son who has been headteacher since 2009. An advisory volunteer board provides guidance to the proprietors on a range of legal and educational matters.

The school, situated on the outskirts of Clitheroe, comprises a nursery, pre-school, junior school, and senior school, each situated in separate buildings in close proximity on the main site. The boarders are accommodated in two on-site boarding houses.

At the time of the visit there were 270 pupils in the school, including 80 children in the registered early years foundation setting (EYFS). There are 164 boys and 106 girls; 79 pupils are boarders. The school has identified 11 pupils as having special educational needs and/or disabilities (SEND), none of whom have education health care (EHC) plans or statements of special educational needs. The school provides support for all of these pupils, who have a range of SEND including dyslexia, dyspraxia and hearing loss. There are eight pupils in the school for whom English is an additional language (EAL) and four of these are provided with support by the school. The school provides specialist education for older pupils with particular talents in classical ballet and in association football.

### **PURPOSE OF THE VISIT**

This was an announced emergency visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the focused regulatory compliance inspection on 26 to 28 September 2017. The visit also checked compliance with a number of additional regulations as directed by the Department.

The focus of the visit with regard to the action plan submitted by the school was on:

- Welfare, health and safety of pupils: safeguarding [ISSR Part 3, paragraphs 7 (a) and (b)], including with regard to following the statutory guidance relating to pre-employment prohibition from teaching checks for those working with children aged three years and over in the EYFS, and declarations that staff et al are not disqualified from childcare.
- Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 and 21], with particular regard to carrying out and recording in the single central register of appointments all required pre-employment checks including prohibition from teaching.
- Provision of information [ISSR Part 6, paragraphs 32 (1)(a) and (b), (2)(b)(i), and (3) (c), (d), (e) and (f)], with specific regard to the provision, to parents of pupils and prospective pupils, of: the proprietor's address for correspondence and telephone number, the school's curriculum policy, the school's health

and safety policy, the school's academic performance during the preceding academic year and its results in public examinations, and the number of complaints registered under the formal procedure during the preceding school year.

- Manner in which complaints are handled [ISSR Part 7, paragraphs 33 (g) and (h)], including with regard to the need for an independent panel member and providing for parents to attend a panel meeting.
- Quality of leadership in and management of schools [ISSR Part 8, paragraphs 34 (a) and (b)], with regard to the need for the proprietor to ensure that those with leadership and management responsibilities demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently, particularly in safeguarding, the suitability of staff, the manner in which complaints are handled and the provision of information.

Additionally, the visit focused on:

- The quality of education provided: teaching [ISSR Part 1, paragraphs 3 (a), (d) and (g)], relating both to the extent to which pupils of all needs and abilities and ages are making good progress and to the encouragement given to pupils through regular marking.
- Welfare, health and safety of pupils: fire safety [ISSR Part 3, paragraph 12] relating to any inspections by competent authorities and subsequent action on any recommendations taken by the school.
- Welfare, health and safety of pupils: first aid [ISSR Part 3, paragraph 13 and EYFS 3.25] relating to the medical provision for children in the EYFS.
- Welfare, health and safety of pupils: supervision of pupils [ISSR Part 3, paragraph 14 and EYFS 3.28] relating to the ratios of staff to children in the EYFS.

## **INSPECTION FINDINGS**

### **The quality of education – teaching [ISSR Part 1, paragraph 3 (a), (d) and (g)]**

The school meets the Regulation.

The teaching observed both directly and through an examination of work done by pupils was judged to be suitable and enabled the pupils of all abilities and needs to make good progress. Marking of work is regular and generally accurate. Pupils said during discussions that they understood the feedback given to them, considering it to be generally encouraging, and that they believed themselves to be making good progress in their studies.

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

The school does not meet the Regulations.

The school made a number of adjustments to the policy before the visit ended which were designed to improve the clarity of the policy and to make specific reference to the safeguarding needs of boarders and pupils following programmes in ballet and football. The amended policy provides suitable arrangements to safeguard and promote the welfare of pupils at the school. The policy provides generally clear guidelines for the identification of the types and signs of child abuse including peer abuse. It includes details of training for both new and established staff. The policy provides guidance to staff on the suitable reporting procedures in cases of disclosures of abuse and also the contact details for local and national safeguarding agencies. The school sets out suitable restrictions for

the use of mobile phones and cameras in the EYFS. There is a named designated person for safeguarding in the EYFS. It sets out the requirement for review by the proprietor which must take place at least annually.

The safeguarding policy is not implemented effectively in all areas. It is reviewed annually by the proprietor but given the implementation concerns noted this review has been insufficiently effective. All members of staff are required to read Keeping Children Safe in Education (2016) including Part One and Annex A, and are provided with regular safeguarding updates. During discussions members of staff demonstrated a good understanding of a wide range of safeguarding concerns such as the types and signs of abuse, honour-based violence and Prevent, and understood that bullying may be a child protection matter. New members of staff are provided with suitable safeguarding induction which includes all required elements. However, discussions with recently appointed members of staff demonstrated that the induction for staff from supply agencies is inappropriate given that not all such appointments are provided with a similar induction on arrival. During discussions pupils showed a suitable awareness of how they might keep safe when online. The school now follows the statutory guidance relating to pre-employment checks for members of staff, including prohibition from teaching checks. This includes checks for those working with children aged three years and over in the EYFS. All members of staff sign declarations with regard to any possible disqualification by association. The school meets the action points required of it by the previous inspection.

The school maintains regular and appropriate contact with local children's services. The training for the designated safeguarding lead (DSL) was out of date at the time of the inspection. A suitable refresher course was booked for the DSL during the visit. The school arranged for the deputy DSL, whose training was both suitable and up to date, to take over all key safeguarding responsibilities until the additional training for the DSL had taken place.

There was a lack of clarity in the policy with regard to the action in the event of an allegation against members of staff including the headteacher and former members of staff. This has caused a degree of confusion amongst the staff as to how they should act should there be an allegation against the headteacher. Amendments made to the safeguarding policy during the visit clarified the procedures.

#### **Welfare, health and safety of pupils: fire safety [ISSR Part 3, paragraph 12]**

The school meets the Regulation.

Since the previous inspection, when the school met this regulation, the school states that there have been neither any further fire risk assessments nor any review by competent authorities. The school was visited by the local fire service in July 2017, prior to the previous inspection, and the fire service has indicated that it is content with the actions taken by the school to improve fire safety. Since that time, there have been no further recommendations for action to remedy deficiencies or make further improvements. The school continues to conduct fire drills at regular intervals and at least termly and the pupils interviewed maintained that they know what to do in the event of a fire alarm.

#### **Welfare, health and safety of pupils: first aid [ISSR Part 3, paragraph 13 and EYFS 3.25]**

The school meets the Regulation and the EYFS requirement.

The records for medical provision and first aid for children in the EYFS are in good order indicating that in these respects the children are cared for suitably, with a paediatric first aider on-site whenever children are present.

**Welfare, health and safety of pupils: supervision of pupils [ISSR Part 3, paragraph 14 and EYFS 3.28]**

The school meets the Regulation and the EYFS requirement.

The records for the supervision of children in the EYFS are kept in good order and indicate that the required ratios for supervision of children are met. The levels of supervision for children in the EYFS observed during the visit were suitable and often above the minimum required.

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

The school meets the Regulations.

The school has carried out the required pre-employment checks, including prohibition from teaching. The records of these checks are maintained in a suitable manner. The school therefore meets the action point required of it by the previous inspection.

**Provision of information [ISSR Part 6, paragraphs 32 (1)(a) and (b), (2)(b)(i), and (3) (c), (d), (e) and (f)]**

The school meets the Regulations.

The school now variously provides or makes available to parents of pupils and prospective pupils the proprietor's address for correspondence and telephone number, the school's curriculum policy, the school's health and safety policy, the school's academic performance during the preceding academic year and its results in public examinations, and the number of complaints registered under the formal procedure during the preceding school year. The school has accordingly met the action point of the previous inspection.

**Manner in which complaints are handled [ISSR Part 7, paragraphs 33 (g) and (h)]**

The school meets the Regulations.

The school has made suitable adjustments to its procedures so that an independent panel member will be present should there be the need for proprietorial consideration of a complaint in the form of a formal appeal to a panel of at least three. The school has also revised its procedure so that parents may attend a panel meeting should they so wish. Since the previous inspection, the complaints records indicate that there have been no formal complaints. During the visit, the school amended its procedure to improve the clarity of the section on appeals to a panel. The school has accordingly met the action point of the previous inspection.

**Quality of leadership in and management of schools [ISSR Part 8, paragraphs 34 (a) and (b)]**

The school does not meet the Regulations.

The proprietor has ensured that the school has met the action points required of it by the previous inspection, thereby ensuring that those with leadership and management responsibilities demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently with regard to the suitability of staff, the manner in which complaints are handled and the provision of information. However, the proprietor has not monitored effectively the training of those with safeguarding responsibilities, allowing the certification of one such person to become out of date.

## **REGULATORY ACTION POINTS**

The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014.

ISSR Part 3, Welfare, Health and Safety, paragraphs 7 and 8

- Ensure that the safeguarding training for those with designated safeguarding lead responsibilities is kept up to date.
- Ensure that all new members of staff, including those from supply agencies, receive suitable induction safeguarding training.

ISSR Part 8, Quality of leadership in and management of school, paragraph 34

- Ensure that those with leadership and management responsibilities demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently with regard to the need to provide effective safeguarding training for all members of staff including for those with specific safeguarding responsibilities.
- Ensure that the proprietor effectively monitors the training of those with specific safeguarding responsibilities.