

Report for a Progress Monitoring Visit

School name	Hall Grove School			
DfE number	936/6444			
Address	Hall Grove School London Road Bagshot Surrey			
Headmaster	Mr Alastair Graham			
Proprietor	Mr Alastair Graham			
Number of pupils on roll	433			
	Boys	288	Girls	145
	Day pupils	430	Boarders	3
	EYFS	53	Juniors	305
	Seniors	75		
Date of visit	18 June 2019			

1. Introduction

Characteristics of the school

- 1.1 Hall Grove School is a co-educational boarding and day school for pupils between the ages of three and thirteen years. It is situated between the villages of Bagshot and Windlesham in Surrey. Boarding provision is offered on a weekly or occasional basis to pupils from the age of eight. The school is privately owned and run as a limited company. The headmaster and his wife are directors, with joint responsibility for governance.
- 1.2 The school has 50 pupils who require support for special educational needs and/or disabilities, of whom none have a statement of special educational needs or an education, health and care plan. There are 22 pupils attending who speak English as an additional language.

Purpose of the visit

- 1.3 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 07 to 08 November 2018.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraphs 7 and 8; NMS 14 (safeguarding)	Met
ISSR Part 4, paragraph 18-21 (Suitability of staff); NMS 13.3 – 13.5	Met
ISSR Part 6, paragraph 32 (provision of information)	Met
ISSR Part 8, paragraph 34 (leadership and management); NMS 13.3 – 13.5	Met

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 and 8; NMS 14.1]

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 Safeguarding arrangements are correctly implemented in line with current statutory guidance and provide appropriate support for pupils' needs. The designated safeguarding lead (DSL) and deputies (DDSLs) have suitable levels of advanced training for their roles, which is fully in line with local procedures. All staff receive regular training for safeguarding and are kept aware of any changes in safeguarding practice through informal updates, either by email or during staff meetings. Thorough induction processes are instigated for staff who are new to the school. Appropriate records for safeguarding concerns are maintained and securely stored. These are regularly monitored by the DSL and DDSLs to ensure that children receive the right help for any needs they may have. During discussions, staff demonstrate that they have a clear understanding of their safeguarding responsibilities. They know how to report any concerns about pupils or other staff, including making a direct referral to the local authority safeguarding children's board if necessary.
- 2.5 Discrepancies relating to safeguarding identified at the previous inspection have been appropriately addressed. Recruitment checks relating to the barred list and prohibition from teaching are now undertaken before staff begin work at the school. Suitable risk assessment arrangements are instigated for staff with delayed DBS checks and a barred list check undertaken before their appointment. The directors undertake an annual safeguarding review with due diligence and during discussion demonstrate a stringent oversight of arrangements. Pupils, during discussions, comment that they are fully aware of safeguarding arrangements in school, including for online safety. They articulate that they feel safe and well looked after and that staff are very approachable, should they have a concern or worry.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21; NMS 14]

- 2.6 The school meets the standards.
- 2.7 Since the previous inspection, a new member of staff with designated responsibility for recruitment has been appointed and a rigorous revision to checking systems has taken place. For example, a checking form has been instigated to ensure that all recruitment checks are undertaken in good time prior to new staff beginning work at the school. Residency agreements and appropriate checks are undertaken for any person over 16 not employed by the school. The single central register of staff appointments is correctly maintained and accurately corresponds with information retained in staff files. All omissions identified at the previous inspection have been rectified as far as reasonably practicable.

Provision of information [ISSR Part 6, paragraph 32]

- 2.8 The school meets the standards.
- 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; 13.3 to 13.5]

- 2.10 The school meets the standards.
- 2.11 The school's leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. The proprietorial directors demonstrate that they take their responsibilities for safeguarding very seriously and all discrepancies identified at the previous inspection have been appropriately rectified. Policies are effectively implemented in practice and actively promote the well-being of all pupils.

3. Summary of evidence

Written materials

- Safeguarding policy and safeguarding records
- Records of staff training for safeguarding
- Code of conduct for staff
- Staff recruitment policy
- Single central register of appointments and staff records
- Governors' minutes with regard to the annual review of the safeguarding/child protection policy and procedures

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 head as the proprietor to discuss leadership and management responsibilities
- Meeting with the DSL – to discuss implementation of safeguarding policy, training and induction of new staff
- Meeting with person 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

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation (as detailed above)
- Interview with a group of teaching and non-teaching staff
- Interview with a group of pupils from Year 8
- Feedback to the school