

ST DUNSTAN'S COLLEGE

Stanstead Road, Catford, London, SE6 4TY

28 NOVEMBER 2017

CHARACTERISTICS OF THE SCHOOL

St Dunstan's College is a co-educational school for pupils aged between three and eighteen years. Dating back to 1408, it moved to its current site in Catford in 1888. It retains close links with the City of London. It is overseen by the trustees of the St Dunstan's Educational Foundation, all of whom are governors. The school is divided into four sections; pre-prep, which includes the Early Years Foundation Stage (EYFS) and Years 1 and 2; prep (Years 3 to 6); senior (Years 7 to 11) and a sixth form. Since the previous inspection, there have been several new appointments to the senior leadership team.

At the time of the visit, there were 941 pupils on roll, 397 girls and 544 boys, of whom 337 attend the pre-prep and prep schools. Sixty-four children of these are in the Early Years Foundation Stage (EYFS). There are 604 pupils in the senior school and sixth form. The school has 177 pupils who require support for special educational needs and/or disabilities (SEND). One pupil has an education, health and care (EHC) plan. One hundred and twenty-one pupils speak English as an additional language (EAL), of whom twenty-six require support for this aspect of their learning.

PURPOSE OF THE VISIT

This was an unannounced visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the ISI regulatory compliance inspection in March 2017. The focus of the visit was on safeguarding; health and safety; supervision and risk assessment; suitability of staff and the quality of leadership in and management.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b)]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]

The school meets the regulations.

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 school has appropriate policies for safeguarding, which provide suitable arrangements to safeguard and promote the welfare of pupils at the school. These are implemented effectively. The school's safeguarding policies outline the school's commitment to safeguarding and provides appropriate support for pupils' needs. They have due regard to *Keeping Children Safe in Education (September 2016)* (KCSIE) and show that the school will operate safeguarding procedures in line with locally agreed inter-agency procedures. They confirm that the school makes provision for teaching children how to keep themselves safe, including online, set out types of abuse and neglect in line with definitions in KCSIE and recognise peer abuse as a potential issue. They refer to a suitable staff code of conduct.

The designated safeguarding lead (DSL) has a secure understanding of their role, and has established good working relationships with the local safeguarding children board. There are four deputy DSLs, providing appropriate cover in case of absence. The school maintains secure and well-documented records. The governors are suitably briefed on any safeguarding referrals. Training records show that all staff, whatever their role in the school, have read and understood Part 1 and Annex A of KCSIE, and that they participate in regular update training. Separate training sessions are provided for staff who miss a particular session and for any staff who join the school during the school year. All staff have received training to prevent the spread of extremism. Governors maintain appropriate oversight of safeguarding arrangements, and conduct a thorough annual review. Staff and pupils are familiar with the school's safeguarding arrangements and know what to do should they have any concerns about a pupil or a member of staff.

Welfare health and safety of pupils – health and safety, supervision and risk assessment [Part 3, paragraphs 11, 14 and 16 (a) and (b)]

The school meets the regulations.

The school has appropriate health and safety policies which outline the various responsibilities of key staff. The arrangements are overseen by a health and safety committee. Induction into the school's health and safety procedures forms part of the training employees receive when they join the school, and staff receive regular updates. The policy outlines procedures, or refers to procedures in separate documentation, relating to aspects including the recording and reporting of accidents to staff, pupils and visitors; off-site activities; health and safety emergencies; first aid; school security; manual handling; slips and trips; on-site vehicle movements; management of asbestos; control of hazardous substances; working at height; selecting and managing contractors and fire safety.

Detailed records indicate that machinery, services, electrical equipment and plant are serviced regularly by specialist companies. Meetings of the health and safety committee and site tours provide proper oversight and ensure that the school's health and safety procedures are effectively implemented in practice. The school is well maintained. Staff confirmed they are aware of the procedures, and that senior staff respond promptly to any concerns raised.

The school has an appropriate policy for the supervision of pupils. This outlines the duty of care placed upon all staff and general guidelines for ensuring pupils are properly supervised. Additional information is provided to staff about the care and supervision of pupils with specific medical conditions. Rotas are provided for the supervision of pupils at break and lunchtimes, and further guidance is provided as to which areas should be covered and what procedures staff should follow. Staff are fully aware of their responsibilities for supervising pupils. Pupils say that there are always members of staff on duty and that they feel safe and well supervised when in school and during off-site activities.

The school has an appropriate risk assessment policy. Separate risk assessments are carried out for each area of the school, and particular attention is given to specialist areas such as science and sports. Teaching staff and technicians receive induction and refresher training in risk assessment tailored to their specific areas. Staff are conversant with the risk assessments undertaken for their areas and are aware of their responsibilities for carrying out risk assessments when required.

The school's policies ensure that the needs of pupils with specific medical conditions, including those with individual care plans, are met. Extensive information and guidance is made available to staff on the school's intranet, and during staff meetings. Those new to the school are made aware of the medical needs of pupils through the induction process. The school has recently appointed a school nurse, whose role is to co-ordinate such information, ensuring staff are given regular updates. In a medical emergency, there are numerous trained

staff nearby who can provide assistance. Specific risks associated with individual pupil medical needs are identified in risk assessments for school trips and other school-based activities, and these are checked by senior staff.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraph 18 (1), (2)(a), (2)(c)(i), 2(c)(ii) and (3); paragraph 21 (1)]

The school meets the regulations.

The school has an appropriate recruitment policy which has full regard to the procedures outlined in KCSIE with regard to the checks which need to be undertaken on staff, proprietors and volunteers before they take up their role. Staff responsible for carrying out these checks ensure that they are carried out and that all checks are recorded on the school's single central register of appointments (SCR).

The school checks a person's identity; their medical fitness, their previous employment; their qualifications; and their right to work in the UK. For those who have lived or worked overseas, appropriate additional checks are carried out and, wherever possible, criminal record checks are obtained from the relevant authorities in the country in which the member of staff lived or worked. At least two references are obtained. All those involved in teaching activities are checked against the list of those who are prohibited from teaching. Those appointed to management roles are checked against the list of those prohibited from management. All checks are carried out before a member of staff has unsupervised contact with pupils. The single central register of appointments provides an accurate record of the checks undertaken and appropriate evidence of these checks is retained in each member of staff's personnel file.

Following the previous inspection, the school has reviewed its recruitment processes. Senior staff and governors regularly monitor the SCR. All entries since the previous inspection were checked and found to be appropriately recorded, and this was supported by a scrutiny of a sample of staff personnel files.

The quality of leadership in and management of schools [ISSR Part 8, paragraph 34 (a) and (b)]

The school meets the regulation.

Those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role and fulfil their responsibilities effectively so that the independent standards are met consistently. They actively promote the well-being of pupils, including those with specific needs. The school carried out its action plan, effectively addressing the action points from the previous inspection.

REGULATORY ACTION POINTS

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014, and no further action is required.