

## **THE FALCONS SCHOOL FOR GIRLS**

11 Woodborough Road, Putney, London, SW15 6PY

**08 DECEMBER 2017**

### **CHARACTERISTICS OF THE SCHOOL**

The Falcons School for Girls is an independent day school for pupils between the ages of 3 and 11 years. The school is owned by the Alpha Plus Group, who undertake the role of governance. There are 119 pupils at the school, 20 of whom are in the Early Years Foundation Stage (EYFS). There are 16 pupils with special educational needs and/or disabilities (SEND). No pupil has a statement of special educational needs or an education, health and care (EHC) plan. English is an additional language (EAL) for 22 pupils, none of whom receive additional support.

### **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 Regulatory Compliance Inspection on 10 to 11 May 2017. The focus of the visit was on the welfare, health and safety of pupils (safeguarding and register of admissions), the suitability of staff, supply staff and proprietors and the quality of leadership and management of schools.

### **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 an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

Safeguarding is correctly managed, and procedures are regularly reviewed, including a formal annual review by the proprietors. All members of staff, including those with designated responsibility for safeguarding, have appropriate levels of safeguarding training, attend regular update training and have a clear understanding of safeguarding and their responsibilities. Suitable arrangements are in place for the induction of new staff, which includes training in safeguarding. There are appropriate recruitment procedures in place and references are taken up before employment commences, as evidenced in four appointments since the previous inspection. There is a suitable code of conduct in place which is implemented effectively and understood by all staff, including advice on e-safety and the appropriate use of social media.

The school ensures that pupils stay safe on-line and has a suitable e-safety programme in place. Pupils are aware of how technology can be misused and how they can minimise risks.

The school liaises effectively with local agencies and, when required, understands that prompt action must be taken if concerns are expressed about a child. The designated safeguarding lead (DSL) maintains appropriate and

regular contact with the relevant children's services. Suitable procedures are in place to deal with allegations against members of staff; there have been no referrals to the Disqualification and Barring Service (DBS) or National College for Teaching and Leadership (NCTL) since the previous inspection. Pupils interviewed said they feel happy and safe in the school. They confirmed that there are adults within the school to whom they would turn if they had an anxiety or personal concern and they were confident that they would receive help.

**Welfare, health and safety of pupils – Admission and attendance registers [ISSR Part 3, paragraph 15]**

The school meets the regulation.

The school maintains a register of admissions which contains all the required information. This includes, for each pupil, their name in full, their sex, the names and addresses of every person known to the proprietors to be a parent of the pupil, suitable telephone contact details in the case of emergency, the day, month and year of birth, the names and addresses of the school last attended and the name of any destination school. The school now receives a weekly e-mail from the local authority and replies, within 24 hours, with details of any pupils who may leave the school at times other than normal transition points.

**Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraph 18 (2)(c and e) and (3); paragraph 21 (3)(a)(i, iv, vii and viii)]**

The school meets the regulations.

Scrutiny of the school's recruitment procedures and single central register of appointments (SCR), show that all the required checks are carried out before the commencement of employment. Checks on the recent appointment of four new members of staff confirms that the school has suitably checked a person's identity, medical fitness, right to work in the UK and, where appropriate, their qualifications. Overseas checks are carried out on staff who have lived or worked abroad prior to their appointment. The school ensures the required checks on employees of contractors have been undertaken. All checks are suitably entered in the single central register of appointments.

**Quality of leadership in and management of schools [ISSR Part 8 paragraph 34(1)(a) and (b)]**

The school meets the regulation.

Leadership and management demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently. This was evidenced in interview and in the review of associated documentation, including job descriptions and minutes of senior leadership and proprietorial meetings. They fulfil their responsibilities in all regulatory areas including safeguarding, the register of admissions and the safer recruitment of staff.

**REGULATORY ACTION POINTS**

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014.