

## **HOLLAND HOUSE SCHOOL**

1 Broadhurst Avenue, Edgware, Middlesex, HA8 8TP

**29 JUNE 2018**

### **CHARACTERISTICS OF THE SCHOOL**

Holland House School is a co-educational day school for pupils aged four to eleven years. It became a charitable trust administered by a board of governors in 1974. At the time of the visit there were 149 pupils on roll, of whom 22 were in the Early Years Foundation Stage (EYFS). The school has identified five pupils as having special educational needs and/or disabilities (SEND), all of whom receive additional support. No pupil has a statement of special educational needs or an education, health and care (EHC) plan. There are no pupils who have English as an additional language (EAL). The previous ISI inspection was in December 2017.

### **PURPOSE OF THE VISIT**

This was an announced progress monitoring 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 6 to 7 December 2017. The focus of the visit was on safeguarding pupils' welfare, health and safety; and the suitability of staff, supply staff and proprietors.

### **INSPECTION FINDINGS**

#### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b); EYFS 3.4-3.8]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]**

The regulation and requirements are met.

The school meets the requirement 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.

The school implements its safeguarding policy and procedures effectively and in line with current statutory guidance providing appropriate support for pupils' needs. All staff are trained at the level required for their responsibilities and new staff receive suitable induction training. Scrutiny of records and discussion with the DSL about safeguarding issues indicate that staff report any concerns promptly and that the DSL refers to, and takes advice from, children's services as required if concerns are expressed about a child. The school has suitable provision for reporting a disclosure of abuse or allegation against an adult working in the school. The governing body maintains effective oversight of both the school's policy and procedures through regular liaison by a nominated governor with the DSL and ensuring that safeguarding reports are reviewed.

The school has a suitable staff recruitment policy which is implemented appropriately.

**The suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18(2)(d) and 18(3); EYFS 3.9-3.13]**

The school meets the regulations.

The school implements the correct procedures for the recruitment of all new staff, supply staff, volunteers and governors before they start work. Both the leadership and the chair of governors have undertaken safer recruitment training and the school's procedures are regularly checked against published guidance. Staff files are suitably maintained and contain all the required information, cross-referenced on a checklist retained in each file. The single central register of appointments is an accurate record, showing the date on which each check was completed. All recruitment checks since the last inspection have been carried out prior to appointment, including disclosure and barring listing checks, identity, medical fitness, right to work and qualifications. These arrangements are regularly monitored by the governors as well as the leadership.

**REGULATORY ACTION POINTS**

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014 and requirements of the Early Years Statutory Framework.