

The Eden School (SDA)

Evershed Sports Ground, Wyke Gardens, Hanwell, Ealing W7 2BB

Inspection dates

13 January 2016

Overall outcome

Unmet independent school standards

Reason for the inspection

- This emergency inspection was commissioned by the Department for Education to report on the school's compliance with specified parts of The Education (Independent School Standards) Regulations 2014.
- The inspector was asked to consider regulations relating to the leadership, management and the pupils' welfare, health and safety.
- The inspector was also requested to pay particular attention to the premises and accommodation provided by the new school building.
- At the last inspection in January 2012, the school was judged to be providing a good quality of education. A subsequent inspection in February 2013 found a number of failings in relation to the pupils' welfare, health and safety, the premises and accommodation. Consequently, further visits were made by inspectors to monitor the school's progress. The school submitted an action plan to address the regulation failings. The plan was evaluated as satisfactory on 19 September 2013, subject to inspection. In June 2015, inspectors found that the school was effectively implementing the action plan. Since then, in January 2016, the school has moved to new premises.
- The inspector toured the school building, during which time she met with a number of pupils, staff, the landlord and headteacher. A range of documents were examined relating to pupils' welfare, health and safety. Information relating to the recruitment of staff was also scrutinised.
- The inspection was conducted without notice.

Main findings

- The school's safeguarding policy is not published on the school's website. Leaders and managers do not ensure that the school's practice to keep pupils safe complies with guidance issued by the Secretary of State, set out in *Keeping Children Safe in Education, 2015*.
- Following relocation to the new premises, the school is in a state of significant upheaval. Leaders and managers have not ensured that the premises are adequate with regard to the pupils' welfare, health and safety. Notably, the inspector gained free entrance to the school because the door was open.
- Leaders and managers have not taken steps to minimise other serious risks to the pupils. A small room containing high voltage electrical equipment was accessible. The inspector found the door wide open, with no facility to lock it. The inspector also found that there was direct access to an open roof space. The roof space has no railings and there is a sheer drop to the recreation ground below. The opening is accessible to pupils via a staircase to a mezzanine level. Both risks were secured by temporary arrangements during the inspection because the inspector was concerned about the immediate risk to pupils.
- Checks to confirm the suitability of staff working at the school are not rigorous enough. Leaders and managers do not have sufficient oversight because they do not monitor this aspect of the school's work. Procedures for maintaining personnel files and related information are chaotic and not in line with regulations. Checks about the identity, qualifications and recommendations of new staff are not always carried out promptly or recorded on the school's single central record of such checks.

- The school's procedures for registering pupils are not robust. At the start of the inspection, school leaders were not clear about the number of pupils present that day. When the information was eventually available, it had been gathered from a range of sources. Due to this, the figures varied and were unreliable.
- The school's admission register does not meet requirements. Leaders have no knowledge about the destinations of pupils who have left the school. Information provided by leaders about the number of pupils currently on roll was inconsistent throughout the inspection.
- Leaders have not carried out appropriate health, safety or fire risk assessments. Due to this, many areas, including those accessible to pupils, are potentially hazardous. Leaders have not organised any safe, outdoor provision. Pupils remain indoors at breaktimes and for physical education activities. Furthermore, it was not clear to all staff where the first aid or other medical provisions are stored.
- The school has undertaken some initial adaptations to the premises. They have provided clearly defined learning spaces for each class, including an area for children in the early years.
- The school's policies to promote welfare, health and safety, including the behaviour policy, have not been adapted for effective use in the new premises. During the inspection, pupils were observed running around the hall, in and around furnishings and other obstacles. This play was not safe. Records about bullying, misbehaviour and sanctions are not maintained.
- The interactions observed between staff and pupils during the inspection were positive, including in de-escalating incidents and disruption in lessons. There are adequate levels of supervision at the school. Documentation demonstrated the school's consideration of the adequate supervision of pupils on school trips.
- Fire safety equipment checks have not been undertaken. The fire door was not operational, presenting a very serious risk. Pupils confirmed they were not clear about evacuation procedures in their new school building because there have not been any evacuation drills.
- The building is not maintained to a sufficiently high standard. Overall hygiene and cleanliness is not adequate. There are piles of rubbish bags on site, broken electrical fittings, broken door handles and several spaces used for storing unused or broken furniture. These are potential tripping hazards.
- The acoustic conditions are not suitable, particularly at lunch and playtimes when all activities take place in the same space, including lunch service. Levels of noise are very high due to the range of activities, including the movement of furniture.
- Toilet facilities have a supply of cold and hot water. Soap and drying facilities are provided. On arrival, there was no clear labelling to indicate the sole use of toilet facilities for pupils or adults on the site. Temporary signage was placed on doors during the inspection. There are no shower facilities for pupils or defined changing facilities which offer privacy. Furthermore, staff were not clear about how to use external lighting for the pathways or school entrance area.
- The accommodation does not provide a medical room for the examination, treatment or care of pupils. There is no drinking water available for pupils at the site. Furthermore, there are no facilities for the safe and secure storage of medical supplies.
- The premises are used for private events at weekends. There are two accessible bars on site, one housing bottles of alcoholic beverages. These are contained in locked fridges, visible to pupils behind glazed doors. This is not appropriate for school premises.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) Regulations 2014 and associated requirements

- Ensure that the school's actions for the safeguarding and promotion of welfare of children pay due regard to the latest guidance from the Secretary of State (paragraphs 7, 7(a) and 7(b)).
- Ensure that the proprietor promotes good behaviour among pupils by checking that the written behaviour policy is implemented effectively and that a record is kept of the sanctions imposed

on pupils for serious misbehaviour (paragraphs 9, 9(b) and 9(c)).

- Ensure the drawing up and implementation of an effective anti-bullying policy (paragraph 10).
- Ensure health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- Ensure that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy (paragraph 13).
- Ensure that admission and attendance registers are maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15).
- Ensure the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy (paragraphs 16, 16(a) and 16(b)).
- Ensure that appropriate action is taken to reduce risks that are identified (paragraph 16(b)).
- Ensure that checks in relation to persons being barred are properly recorded (paragraph 18(2)(a)).
- Ensure that checks in relation to prohibition orders are carried out and recorded (paragraph 18(2)(b)).
- Ensure that checks are carried out to confirm the person's identity (paragraph 18(2)(c)(i)).
- Ensure that checks are made to confirm the person's medical fitness (paragraph 18(2)(c)(ii)).
- Ensure the person's right to work in the United Kingdom (paragraph 18(2)(c)(iii)).
- Ensure, where appropriate, the person's qualifications (paragraph 18(2)(c)(iv)).
- Ensure, where relevant to any such person that an enhanced criminal record check is made in respect of that person, and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment (paragraph 18(2)(d)).
- Ensure, where relevant, that further checks are made for any person living or having lived outside the United Kingdom (paragraph 18(2)(e)).
- Ensure that checks referred to in sub-paragraphs (2)(c) are completed before a person's appointment (paragraph 18(3)).
- Ensure that the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school (paragraph 21(1)).
- In relation to each member of staff ("S") appointed on or after 1 May 2007, ensure that the single central register records whether:
 - S's identity was checked (paragraph 21(3)(a)(i));
 - a check was made to establish if S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act (paragraph 21(3)(a)(ii));
 - a check was made to establish whether S is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction (paragraph 21(3)(a)(iii));
 - checks were made to ensure, where appropriate, that S had the relevant qualifications (paragraph 21(3)(a)(iv));
 - an enhanced criminal record certificate was obtained in respect of S (paragraph 21(3)(a)(v));
 - checks were made pursuant to paragraph 18(2)(d) (paragraph 21(3)(a)(vi));
 - a check of S's right to work in the United Kingdom was made (paragraph 21(3)(a)(vii));
 - checks were made pursuant to paragraph 18(2)(e), including the date on which each such check was completed or the certificate obtained (paragraph 21(3)(a)(viii)); and
 - in relation to each member of staff ("S"), a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed (paragraph 21(3)(b)).
- Ensure that suitable changing accommodation and showers are provided for pupils aged 11 years or over (paragraph 23(1)(c)).

- Ensure that accommodation is provided for the medical examination of pupils (paragraph 24(1)(a)).
- Ensure that accommodation is provided for the short-term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility (paragraph 24(1)(b)).
- Ensure the school premises, and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils is ensured (paragraph 25).
- Ensure that the acoustic conditions and sound insulation of each room or other space are suitable, having regard to the nature of the activities which normally take place therein (paragraph 26).
- Ensure that external lighting is provided in order to ensure that people can safely enter and leave the school premises (paragraph 27(b)).
- Ensure that suitable drinking water facilities are provided and labelled as such (paragraph 28(1)(a) and 28(1)(c)).
- Ensure that space for physical education is provided to pupils in accordance with the school curriculum and for pupils to play safely outside (paragraphs 29(1)(a) and 29(1)(b)).
- Ensure that leaders and managers have relevant knowledge of the independent school standards (paragraph 34).
- Ensure that leaders and managers fulfil their responsibilities, so the independent school standards are met in full (paragraph 34).
- Ensure that leaders and managers actively promote the well-being of pupils, paying due regard to the latest guidance from the Secretary of State (paragraph 34).

Inspection team

Kirstie Fulthorpe, lead inspector

Her Majesty's Inspector

Information about this school

- The Eden School is a Seventh Day Adventist independent school established in 1995. In January 2016 it moved to new premises.
- There are currently 53 pupils on roll, whose ages range from two to 17 years. Leaders confirmed that seven pupils have education, health and care plans and are in receipt of local authority funding.
- The new premises are at the Gunnersbury Centre, Park Place, Acton, W3 8JY, in the London Borough of Ealing. The school premises are situated in a public recreation ground, rented from a private landlord.
- During the inspection, there were 12 staff present, including the headteacher. The proprietor was not available.
- Since moving to the new premises, the school has not provided care for pupils before or after school.

School details

Unique reference number	101964
Inspection number	10010416
DfE registration number	307/6084

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

Type of school	Seventh Day Adventist
School status	Independent school
Age range of pupils	2–18
Gender of pupils	Mixed
Number of pupils on the school roll	53
Number of part time pupils	0
Proprietor	Berton Samuel
Chair	Berton Samuel
Headteacher	Mrs Laura Osei
Date of previous school inspection	6 June 2014
Annual fees (day pupils)	£7,000–£12,900
Telephone number	020 8579 6153
Fax number	N/A
Email address	info@theedenschool.com

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