

# Hyland House School

Holcombe Road, Tottenham, London N17 9AD

## Inspection date

16 June 2016

## Overall outcome

**Independent school standards not met**

## Context of the inspection

- The inspection was undertaken at the request of the registration authority for independent schools in order to monitor the progress the school has made in implementing its action plan.
- The inspection was the school's first progress monitoring inspection since its material change inspection in November 2015 and was conducted without notice.
- At the school's material change inspection on 18 November 2015, undertaken to consider the school's new premises, a significant number of regulations were identified as unmet.
- The school submitted an action plan to the Department for Education, which was judged to require improvement in April 2016.
- This present inspection focused on the school's progress in those parts of its action plan relating to Parts 3, 4, 5, 6 and 8 of the independent school standards.
- The inspector met with the headteacher and premises manager, inspected the premises, observed pupils in assembly and during breaktimes and scrutinised a wide range of relevant documentation.

## Main findings

### Welfare, health and safety

- At the time of the last inspection, many standards relating to this part were unmet, including in relation to safeguarding, the behaviour policy, health and safety, first aid, fire safety and risk assessments.
- Since the last inspection, leaders have had enhanced safeguarding, safer recruitment and radicalisation training. Prohibition checks on staff are now made where necessary, and the school's safeguarding policy now meets requirements and is available on the school's website. However, standards continue to be unmet for a number of reasons. The headteacher was unaware of the requirements relating to childcare disqualification of staff and disqualification by association. These checks have still not been undertaken. The headteacher also did not know about the duty to refer a person deemed unsuitable to work with children to the Disclosure and Barring Service. The school does not ensure that all references considered as part of its revised safer recruitment processes are using the school's template. Consequently references are sometimes accepted that make no reference to the candidate's suitability to work with children. Staff have not had formal training on the specific safeguarding issues of radicalisation and extremism. This inspection found additional safeguarding concerns in the lack of risk assessments, particularly in relation to the shared use of the premises.
- At the previous inspection, the behaviour policy stated that it was reviewed every two years, but it had not been reviewed since January 2013. The behaviour policy is now implemented effectively, as it was reviewed by the governing board in December 2015 and meets requirements.
- The health and safety policy, particularly in relation to the lack of guidance on first aid, was previously identified as a concern. There is now a separate first aid policy which is implemented well by the many trained first aiders in the school, including three qualified paediatric first aiders working with the youngest children in the school. However, while the health and safety policy

now meets requirements, the standard related to health and safety continues to be unmet. This is because the systems for ensuring timely maintenance and resolution of safety issues in the school's buildings are not strong enough. As a result, significant issues in the building remain unresolved for too long, putting the safety of all of the building's users at risk.

- At the last inspection, there was no clear plan in place to resolve the many issues raised in the external fire risk assessment undertaken in October 2015. This inspection also found no clear plan with timescales or confirmation when each action has been completed, though most actions did appear to have been dealt with. However, the standard relating to fire safety continues to be unmet because a serious concern relating to water damage and a smoke detector present a potential fire safety risk, and this has not been treated with sufficient urgency.
- Risk assessments were identified as a concern at the previous inspection. This inspection found that very little has improved. The risk assessment policy, as available on the school's website, is a very generic document without dates of issue or review. It does not take into account the specific nature of the school's premises. There is no risk assessment for the building itself, though there are now individual generic risk assessments for each room used in the school. Of most concern is the continued lack of risk assessment of the use of premises by others, outside of school hours. A new concern is the more recent use of the buildings during the school day by another school. This activity, while separate from Hyland House School's pupils and well supervised by the other school's staff, is not risk assessed.
- In addition to the checks made on issues identified at the previous inspection, the inspector also checked the school's arrangements for admission and attendance registers. The admission register does not meet requirements, as pupils' previous schools and the destinations of leavers are not recorded.

### **Suitability of staff, supply staff, and proprietors**

- At the time of the last inspection, many standards relating to this part were unmet. Identity checks and checks to establish whether members of staff have the right to work in the United Kingdom were not recorded for all staff. Information relating to vetting checks of staff was kept at the proprietor's head office and therefore could not be checked by inspectors. The single central register did not contain the records of all the required checks, including those for all members of the governing board.
- The single central register of vetting checks now includes identity checks and checks to establish whether members of staff have the right to work in the United Kingdom. The information this relates to is now kept in staff files on the school's premises. However, some standards in this part continue to be unmet as, partly due to the school's confusion following incorrect advice, the relevant action to undertake and record all required checks on all members of the governing board has not been completed.

### **Premises and accommodation**

- At the previous inspection, two standards in this part were identified as unmet. These standards are now met as the medical room has a new, suitable washing facility and drinking water is clearly identified and available on all floors of the school's premises.
- While most areas of the premises are safe, clean and well presented, the school's premises are not maintained to a high enough standard to ensure the safety of pupils. For example, the inspection found an unlocked electricity cupboard filled with cleaning chemicals, a ceiling with significant water damage and an electronic smoke detector that was potentially dangerous as a result of this leak, as well as potentially compromising fire safety. The inspection also found significant plant growth through one of the building's windows and was told that its management was a 'work in progress'. It was removed immediately during the inspection. Systems for ensuring acceptable standards of safety and maintenance of the buildings are not sufficiently reliable, and as a result, pupils' safety is compromised.

## Provision of information

- At the previous inspection, the school's safeguarding policy was out of date and did not meet requirements. The current safeguarding policy available on the school's website now meets requirements as it is based on the latest statutory guidance and was last reviewed in December 2015.

## Leadership and management

- Leaders have not taken effective action to address the regulatory failings identified at the previous inspection. The actions identified in the school's action plan submitted to the Department for Education have not been completed. As a result, all associated standards for the leadership and management of the school continue to be unmet and pupils' well-being is not assured.

## Schedule 10 of the Equality Act 2010

- At the previous inspection, there was no plan in place detailing how accessibility of the premises and curriculum, and accessibility of information to pupils with disability, will be improved over time. There continues to be no such plan in place.

## Statutory requirements of the early years foundation stage

- At the previous inspection, the school was unaware of the requirement for it to take the required steps in line with the Department for Education guidance regarding disqualification of staff by association. This inspection found that this requirement continues to be misunderstood and that these checks had still not been made. The school therefore continues not to be compliant with the following statutory requirements of the early years foundation stage:

3.14. A registered provider or a childcare worker may be disqualified from registration. In the event of the disqualification of a registered provider, the provider must not continue as an early years provider – nor be directly concerned in the management of such provision. Where a person is disqualified, the provider must not employ that person in connection with early years provision. Where an employer becomes aware of relevant information that may lead to disqualification of an employee, the provider must take appropriate action to ensure the safety of children.

3.15. A registered provider or a childcare worker may also be disqualified because they live in the same household as another person who is disqualified, or because they live in the same household where a disqualified person is employed.

3.16. A provider must notify Ofsted or the agency with which the childminder is registered of any significant event which is likely to affect the suitability of any person who is in regular contact with children on the premises where childcare is provided. The disqualification of an employee could be an instance of a significant event. If a registered person or childcare worker is disqualified they may, in some circumstances, be able to obtain a 'waiver' from Ofsted.

3.17. The provider must give Ofsted or the childminder agency with which they are registered the following information about themselves or about any person who lives in the same household as the registered provider or who is employed in the household: details of any order, determination, conviction, or other ground for disqualification from registration under regulations made under section 75 of the Childcare Act 2006; the date of the order, determination or conviction, or the date when the other ground for disqualification arose; the body or court which made the order, determination or conviction, and the sentence (if any) imposed; and a certified copy of the relevant order (in relation to an order or conviction).

3.18. The information must be provided to Ofsted or the childminder agency with which they are registered as soon as reasonably practicable, but at the latest within 14 days of the date the provider became aware of the information or ought reasonably to have become aware of it if they had made reasonable enquiries.

## Compliance with regulatory requirements

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

- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school and that these arrangements have regard to guidance issued by the Secretary of State (paragraph 7, 7(a), 7(b)).
- Ensure that relevant health and safety laws are complied with by the effective implementation of the written health and safety policy (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- Ensure that an admission register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15).
- Ensure that the welfare of pupils is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and appropriate action is taken to reduce risks that are identified (paragraph 16, 16(a), 16(b)).
- Ensure that the required checks are carried out in relation to all members of the governing board and that they are recorded on the single central register of vetting checks (paragraph 20(6), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii)).
- Ensure that the single central register of vetting checks contains records of all the required checks, including those in relation to members of the governing board (paragraph 21(1), 21(3), 21(2)(a), 21(3)(a)(i), 21(3)(a)(iii), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 21(6), 21(7), 21(7)(a), 21(7)(b)).
- Ensure that 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 are ensured (paragraph 25).
- Ensure that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; that they fulfil their responsibilities effectively so that the independent school standards are met consistently; and that they actively promote the well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)).

## Inspection team

James Waite, lead inspector

Ofsted Inspector

## Information about this school

- Hyland House School is an independent day school for boys and girls aged 2–11. There are currently 67 pupils on roll.
- The school has a religious character, the proprietor being the South England Conference of the Seventh-day Adventist Church. It has been operating since 1939 and admits pupils of all backgrounds, religions and abilities.
- The school's premises were relocated to Tottenham in the London borough of Haringey in September 2015.
- The school's last inspection was a material change inspection undertaken by Ofsted at the request of the Department for Education in November 2015. Inspectors did not recommend the material change and reported a number of independent school standards as unmet. The school's last full Ofsted inspection was in October 2011 when the school was judged to be good.

## School details

<b>Unique reference number</b>	103111
<b>Inspection number</b>	10020230
<b>DfE registration number</b>	320/6052

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.

<b>Type of school</b>	Primary school
<b>School status</b>	Independent day school
<b>Age range of pupils</b>	2–11
<b>Gender of pupils</b>	Mixed
<b>Number of pupils on the school roll</b>	67
<b>Proprietor</b>	South England Conference of the Seventh-day Adventist Church
<b>Chair</b>	Dr Richard DeLisser
<b>Headteacher</b>	Gina Abbequaye
<b>Date of previous school inspection</b>	18 November 2015
<b>Annual fees</b>	£3,600–£3,900
<b>Telephone number</b>	020 8520 4186
<b>Email address</b>	<a href="mailto:info@hylandhouseschool.org">info@hylandhouseschool.org</a>

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