

# Kestrel House School

104 Crouch Hill, Crouch End, London N8 9EA

## Overall outcome

**The school does not meet all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 3. Welfare, health and safety of pupils

#### *Paragraph 7, 7(a), 7(b)*

- Leaders, managers and governors have not made sure that arrangements to keep pupils safe and promote their welfare follow all the statutory guidance issued by the Secretary of State. Pre-appointment scrutiny of the suitability of all staff does not include all the mandatory checks listed in 'Keeping children safe in education', September 2016. In particular, leaders have not carried out checks on all teaching staff to ensure that none is the subject of a prohibition from teaching order.
- The school's safeguarding culture is not secure and effective. Leaders, managers and governors have not checked the impact of safeguarding training for staff. Senior leaders have not made sure that staff have a thorough understanding of different types of safeguarding concerns, including radicalisation. Staff are not confident of recognising possible warning signs that a pupil may be at risk from harm, for example from sexual exploitation. Staff do not have a complete knowledge of all the school's procedures and expectations should safeguarding issues occur. As a result, they do not have a consistently strong understanding of their role in supporting pupils and keeping them safe from harm. The school provides some safeguarding guidance to parents, but overall the school's work to support parents in keeping their children safe is limited.
- Leaders have not made sure that the school's safeguarding policy is put into practice rigorously. The policy is up to date and takes into account current government requirements.

#### *Paragraph 11*

- The school's health and safety policy is effectively implemented. Records of detailed checks on a very wide range of aspects of health and safety show that these are undertaken regularly and involve outside specialists where appropriate. The school site is well maintained, and free from any graffiti or litter.

#### *Paragraph 14*

- Leaders deploy staff effectively to make sure that pupils are appropriately supervised. All staff are trained to use a range of positive approaches to respond to and manage any challenging behaviour. Leaders make sure that training for staff in the use of these strategies is regularly updated. The atmosphere around the school, in lessons and at breaktime, is calm and supportive. Records of any incidents are carefully documented and analysed to identify trends and where any improvements are necessary. Leaders, managers and governors monitor regularly records of any incidents.

#### *Paragraph 16*

- Risk assessments are detailed, up to date and fully implemented. They are closely linked to the school's health and safety policy. Risk assessments for outings and

visits are carefully written to make sure that the specific needs of all pupils are considered and met, for example during weekly visits to the local swimming pool and walks to the local library.

- The standards in this part are not met by the school.

#### Part 4. Suitability of staff, supply staff, and proprietors

*Paragraph 18(1), 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(2)(f), 18(3), 18(4), 18(4)(a), 18(4)(b), 18(4)(c)*

- Leaders, managers and governors have not undertaken all the mandatory pre-employment checks required before appointing staff. They have not understood the statutory requirement to check that all teaching staff, whether or not the person concerned is a qualified teacher, are subject to a prohibition order from teaching. The school's leaders have only carried out prohibition checks for staff who are qualified teachers. Checks have not been carried out for other staff who have responsibility for teaching, training, instructing, caring for or supervising pupils and those who engage in intimate or personal care of pupils. Leaders, managers and governors have not fulfilled their statutory duty in this respect to safeguard pupils.
- Leaders, managers and governors have completed all other mandatory checks on the suitability of staff appointed at the school. For example, leaders have confirmed the identity of all staff and their right to work in the United Kingdom. Leaders have carried out an enhanced criminal record check and obtained an enhanced criminal record certificate for all staff.

*Paragraph 19(1), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(2)(e), 19(3), 19(4), 19(4)(a), 19(4)(b), 19(4)(c)*

- Leaders, managers and governors have made sure that the required checks have been undertaken to ensure the suitability of supply staff before they begin working at the school. For example, leaders have obtained written notification from supply agencies that an enhanced criminal record check has been made and that an enhanced criminal record certificate has been obtained following such a check.

*Paragraph 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a), 21(7)(b), 21(8)*

- Leaders, managers and governors have not made sure that a register is kept showing all the required information about the suitability of all staff working at the school.
- The register of checks to establish whether each member of staff is subject to any prohibition order is incomplete. Prohibition checks are recorded for staff with qualified teacher status. Leaders have incorrectly recorded 'not applicable' in this part of the register for all other members of staff, including those who carry out work that provides an opportunity for contact with pupils.
- The school's register of pre-employment checks meets all other requirements, including for supply staff. For example, the register records that an enhanced criminal record certificate was obtained for each member of staff and the date on which the check was completed.
- The required checks on members of the governing body have been made and these are recorded appropriately.
- The standards in this part are not met by the school.

## Part 6. Provision of information

### *Paragraph 32(1)(f), 32(1)(g)*

- Leaders and managers provided the inspector with all the information required and requested in connection with the inspection.
- The school has a safeguarding policy published on its website and meets paragraph 32(1) and 32(1)(c).
- Leaders and managers ensure that reliable and accurate written reports of each pupil's progress and attainment in English, mathematics, science and in their personal and social development are provided to parents. Parents are also involved in their child's annual review, during which a written report of each pupil's individual needs, attainment and progress is produced.
- The standards in this part are met by the school.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c), 34(2)*

- Leaders have not made sure that the independent school standards are met consistently. Leaders, managers and governors have not carried out mandatory checks to ensure that no member of the school's teaching staff is subject to a prohibition order issued by the Secretary of State. Leaders, managers and governors have not actively promoted the well-being of pupils.
- Leaders, managers and governors have not demonstrated appropriate knowledge for their roles. They were not aware that prohibition from teaching checks are statutory for all teaching staff, including anyone teaching, training, instructing, caring for or supervising children. They have not carried out prohibition checks for teaching staff who do not have qualified teacher status, such as teaching assistants and learning support assistants. As a result, senior leaders have not safeguarded pupils' well-being.
- Safeguarding training has not made sure that all staff have a consistently secure understanding of possible safeguarding issues and how to recognise warning signs that a pupils may be at risk from harm. Leaders, managers and governors have not made sure that all staff are confident about their safeguarding responsibilities in order to keep pupils safe from harm.
- The standards in this part are not met by the school.

## **Compliance with regulatory requirements**

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. Not all of the standards and associated requirements were checked during this inspection.

### **The school does not meet the following independent school standards**

- Part 3: paragraph 7, 7(a), 7(b)
- Part 4: paragraph 18(2), 18(2)(b), 21(1), 21(3), 21(3)(b)
- Part 8: paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c), 34(2).

## School details

Unique reference number	135683
DfE registration number	309/6002
Inspection number	10021719

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Special
School status	Independent school
Age range of pupils	5 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	23
Number of part-time pupils	1
Proprietor	Acorn Care and Education
Chair	Graham McEwan
Headteacher	Rosalind Norton
Annual fees (day pupils)	£37,950–48,000
Telephone number	020 8348 8500
Website	<a href="http://www.kestrelhouseschool.co.uk">www.kestrelhouseschool.co.uk</a>
Email address	<a href="mailto:admin@kestrelhouseschool.co.uk">admin@kestrelhouseschool.co.uk</a>
Date of previous standard inspection	3–4 February 2016

## Information about this school

- This is an independent special school for pupils with autism spectrum disorder and associated difficulties and conditions.
- The school's previous standard inspection was on 3–4 February 2016.
- The school uses no alternative provision.
- The headteacher took up her post in September 2016 and was the interim headteacher at the time of the school's previous standard inspection.

## Information about this inspection

- This inspection was conducted at the request of the Department for Education following complaints received raising concerns about: leadership and management; safeguarding; and the reliability of information provided to Ofsted.
- The inspector was asked to focus on, and report against, regulations contained within parts 3, 4, 6 and 8 of the independent school standards.
- The inspector held meetings with the headteacher and met with members of staff. The inspector held a telephone conversation with the chair of the governing body and a separate telephone conversation with the local authority designated officer for safeguarding. The inspector observed pupils informally at break and lunchtime, made a brief visit to a teaching session and observed the use of the calm room. The inspector spoke to one pupil together with the pupil's learning support assistant.
- Written termly reports on the attainment and progress of pupils at the school were scrutinised. A range of documents provided by the school was considered, including a number of the school's policy documents and the headteacher's termly reports to the governing body. The school's documentation relating to safeguarding was also examined.
- There were too few responses from parents to the Parent View online survey to be taken into consideration.
- This inspection was conducted without notice.

## Inspection team

Madeleine Gerard, lead inspector

Her Majesty's Inspector

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/publications/complaints-about-ofsted](http://www.gov.uk/government/publications/complaints-about-ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

### Parent View

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit [www.parentview.ofsted.gov.uk](http://www.parentview.ofsted.gov.uk), or look for the link on the main Ofsted website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence](http://www.nationalarchives.gov.uk/doc/open-government-licence), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted).

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

© Crown copyright 2016

