

SHC School

St Elizabeth Hall, Valence Wood Road, Dagenham RM8 2NT

Inspection dates

9 March 2017

Overall outcome

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

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2), 2(2)(a), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(h), 3, 3(a), 3(c), 3(d) and 3(f)

- At the time of the previous inspection, the curriculum did not cover all the areas of learning sufficiently well. Teachers' planning did not take the learning needs of pupils into account. The inspection found that pupils were not making enough progress. The school did not teach technological education or practical science. There were weaknesses identified in the teaching of humanities and physical education. Careers advice and guidance was poor.
- The action plan evaluation in November 2016 judged that the standards were unlikely to be met if the school's proposed actions were implemented.
- This inspection confirmed the inspector's judgements in the action plan evaluation. While the school now teaches pupils food technology, art and practical science, these subjects are not cohesively planned with pupils' special educational needs in mind. The school's schemes of work do not meet the requirements of the independent school standards. Careers advice and guidance is being developed, but currently only includes one annual visit from an impartial careers adviser, which is not enough. Teachers' planning is based on progression through purchased workbooks; it is not based on a thorough understanding of pupils' starting points and complex special educational needs and/or disabilities. Consequently, pupils do not make tangible progress in all areas of learning.
- As a result, the standards continue to be unmet.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a) and 7(b)

- The previous inspection found that the school's safeguarding arrangements were not effective, and did not take account of the most recent guidance issued by the Secretary of State.
- The action plan evaluation in November 2016 judged that the standards were unlikely to be met if the school's proposed actions were implemented.
- This inspection found that the school's policies continue to not take account of the most

recent guidance issued by the Secretary of State. The school's safeguarding policy, available on their website, does not meet requirements because it does not consider the latest statutory guidance, 'Keeping Children Safe in Education', September 2016. It is marked as being reviewed in December 2016 in one place, and January 2014 in another. It refers to governors' involvement in safeguarding and policy review, but the school has no governing body.

- The school's arrangements for pre-employment checks on staff are inadequate, as identified in part 4. The proprietor did not know about the duty to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not left the school.

- As a result, the standards remain unmet.

Paragraphs 11, 12, 16, 16(a) and 16(b)

- The previous inspection found that the school's approach to risk assessments was too casual. Risk assessments were not fit for purpose and were not specific to the school and the pupils on roll.
- The action plan evaluation in November 2016 judged that the standards were unlikely to be met if the school's proposed actions were implemented.
- This inspection confirmed that the school's risk assessment policy and risk assessments continue to not meet requirements. The policy is based on a generic risk assessment policy from elsewhere and refers to roles that do not exist such as 'head of department' and 'health, safety and compliance manager'. It has not been written specifically for the school in which it is intended, and as such does not take account of the actual risks likely to be presented. Though risk assessments are in place for the premises, trips and individual pupils, they are not consistent and specific enough, nor are they appropriately actioned. For example, the inspector found an unlocked storage cupboard which contained chemicals and paint; this puts pupils at risk. The inspector also identified that exiting the premises in the event of a fire requires the use of a key to unlock a padlock on a metal security gate. This key hangs on a hook on an adjacent fence, accessible to pupils from their outdoor play space. The proprietor had not considered the considerable risk of this key being removed, hidden and/or lost.
- As a result, the standards remain unmet. In addition, the standards relating to health and safety and fire safety compliance are also unmet.

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(d), 20(6), 20(6)(a)(ii), 21(1), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(v) and 21(3)(b)

- The previous inspection found that the school had not carried out all the pre-employment checks on the suitability of staff. In particular, leaders had not carried out checks to confirm that no staff employed at the school had been barred or prohibited from teaching. Enhanced criminal record certificates had not been obtained, and the single central register did not include all the required checks.
- The action plan evaluation in November 2016 judged that the standards were likely to be met if the school's proposed actions were implemented.

- This inspection found that most of the standards continue to be unmet. Although enhanced criminal record checks are now consistently undertaken, the handwritten register of checks on staff does not include section 128 checks for those involved in the management of independent schools. It also does not include checks on staff who may have lived or worked abroad; the proprietor understood these checks to be included as part of enhanced criminal record disclosures undertaken by the DBS. The register also included incorrect information in relation to Barred List checks.
- As a result, most of the standards continue to be unmet, and the requirements relating to undertaking overseas checks are additionally unmet.

Part 5. Premises of and accommodation at schools

Paragraphs 13, 22, 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b), 29(1), 29(1)(a) and 29(1)(b)

- As the school has relocated to new premises, the inspector was asked to consider all the standards in part 5.
- Separate toilets and washing facilities are available for boys, girls and staff. There is an appropriate private changing and showering facility. Drinking water is available from the school's kitchen. The temperature of water throughout the building is regulated and does not present a scalding risk to users. The requirements relating to internal and external lighting and acoustics are met. There is an appropriate outdoor space for play and physical education.
- The school's medical room facility does not meet the requirements. It is not suitable because it is a kitchen in another building, which is too far away from the school's main premises.
- The health and safety of the premises does not meet requirements, as identified in part 3. The following paragraphs are not met: 13, 24(1), 24(1)(a), 24(1)(b) and 25.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)

- The previous inspection found leaders and managers had not made sure the school met all the independent school standards, particularly in relation to the quality of education provided and the welfare, health and safety of pupils.
- The action plan evaluation in November 2016 judged that these standards were unlikely to be met if the school's proposed actions were implemented.
- This inspection confirmed the judgements of the inspector's action plan evaluation. The school's proprietor does not know the independent school standards well enough. There has been very limited progress since July 2016 in relation to meeting the independent school standards; the inspector identified more standards as unmet than was the case at the previous full standard inspection.

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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

- Ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work is implemented effectively (paragraph 2(1), 2(1)(a)).
- Ensure that the written policy on the curriculum, supported by appropriate plans and schemes of work takes into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan (paragraph 2(1)(b)(i)).
- Ensure that full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education (paragraph 2(2)(a)).
- Ensure that for pupils receiving secondary education, access to accurate, up-to-date careers guidance is presented in an impartial manner (paragraph 2(2)(e)(i)); enables them to make informed choices about a broad range of career options (paragraph 2(2)(e)(ii)); and helps to encourage them to fulfil their potential (paragraph 2(2)(e), 2(2)(e)(iii)).
- Ensure that all pupils have the opportunity to learn and make progress (paragraph 2(2)(h)).
- Ensure that teaching at the school enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught (paragraph 3, 3(a)).
- Ensure that teaching at the school involves well-planned lessons and effective teaching methods, activities and management of class time (paragraph 3, 3(c)).
- Ensure that the teaching at the school shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons (paragraph 3, 3(d)).
- Ensure that the teaching at the school utilises effectively classroom resources of a good quality, quantity and range (paragraph 3 and 3(f)).
- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school, and such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- Ensure that the welfare of pupils at the school 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) and 16(b)).
- Ensure that a check was made to establish whether staff are barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act; a check was made to establish whether staff are 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 (paragraphs 18(2),

18(2)(a), 18(2)(b), 20(6), 20(6)(a)(ii), 21(1), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii) and 21(3)(b)).

- Ensure that persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; fulfil their responsibilities effectively, so that the independent school standards are met consistently; and actively promote the well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

- Ensure that the written health and safety policy complies with all relevant health and safety legislation and is effectively implemented (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- Ensure that the written policy on first aid is implemented effectively by providing an appropriate medical room facility (paragraph 13).
- Ensure that, in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining an enhanced criminal record check certificate is not sufficient to establish the person's suitability to work in a school, such further checks are made before a person's appointment, having regard to guidance issued by the Secretary of State; such checks must be recorded on the register of pre-employment checks (paragraphs 18(2), 18(2)(e), 18(3), 21(1), 21(3), 21(3)(a), 21(3)(a)(viii)).
- Ensure that suitable accommodation is provided in order to cater for the medical needs of pupils, including for the medical examination and treatment of pupils and 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), 24(1)(a), 24(1)(b)).
- Ensure that the premises 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, following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection is published and maintained on the school's website (paragraph 32(1), 32(1)(d)).

The school now meets the following independent school standards

- Ensure that, where relevant to any such person, 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; ensure that this check is recorded on the register of pre-employment checks (paragraphs 18(2), 18(2)(d), 21(1), 21(3), 21(3)(a), 21(3)(a)(v)).

School details

Unique reference number	141679
DfE registration number	301/6004
Inspection number	10030637

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	Christian day school
School status	Independent school
Age range of pupils	10 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	2
Number of part-time pupils	0
Proprietor	Ruth Dakoru-Whyte
Headteacher	Phillip Regis
Annual fees (day pupils)	£12,000 to £24,000
Telephone number	07784 491 731
Website	www.sohecares.org.uk
Email address	ldn@sohecares.org.uk
Date of previous standard inspection	5–7 July 2016

Information about this school

- SHC (So He Cares) School is a Christian school for boys and girls aged ten to 19 years old. Currently, the two pupils on the school's roll both have education, health and care plans for their autistic spectrum disorder and/or complex learning difficulties.
- The school was registered and opened in June 2015. It closed in July 2015 and then re-opened in January 2016. The school's first full inspection that took place in July 2016 judged the school to be inadequate in all areas.
- The school makes no use of off-site training or alternative provision.
- The school's website does not meet the requirements of the independent school

standards, as it does not include a working hyperlink to the latest inspection report.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The inspection was carried out without notice.
- The school's last inspection in July 2016, which was its first full standard inspection, judged its overall effectiveness to be inadequate. It identified many standards that were not met in relation to the curriculum and teaching, safeguarding, risk assessments and pre-employment checks on staff. The school drew up an action plan for improvement in response to the report which was evaluated in November 2016 and judged to be not acceptable. It was subsequently rejected by the Department for Education (DfE) in January 2017.
- This is the school's first progress monitoring inspection. A previous attempt to conduct this inspection was made on 1 February 2017, at which time the school was not operating while relocating to new premises.
- The inspector was asked to focus on particular requirements contained within parts 1, 3, 4, 5 and 8 of the independent school standards. He met with the proprietor and reviewed relevant documentation in relation to the curriculum, safeguarding and risk assessment. He reviewed pupils' work, inspected the premises and met the pupils.
- There were no responses to the Ofsted online survey (Parent View) at the time of the inspection.

Inspection team

James Waite, lead inspector	Ofsted Inspector
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