

St John's Preparatory and Senior School

The Ridgeway, Potters Bar, Hertfordshire EN6 5QT and North Lodge, The Ridgeway, Enfield EN2 8BE

Inspection date

1 August 2017

Overall outcome

The school meets 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), 11, 12, 16, 16(a), 16(b), 32(1) and 32(1)(c)

- At the previous inspection, leaders had not ensured that the premises of the senior school site were maintained to a safe and suitable standard. Leaders had not ensured the removal of potential hazards and that risks were being mitigated through the effective application of robust health and safety, and risk assessment policies. Leaders had also not responded to recommendations from an external review of the school's fire safety procedures.
- The school's acceptable action plan outlines appropriate steps taken since the previous inspection to address the identified weaknesses. Leaders have employed a new compliance manager who is now responsible for coordinating health and safety processes at the senior site, and in March 2017, an external health and safety audit of the site was undertaken. The audit raised a number of action points, reflecting the weaknesses identified at the previous inspection. The school's annotations on the audit suggested that all the required action points would be addressed by August 2017.
- This inspection found the school's approach to health and safety to have been transformed. The inspection confirmed that all the required actions identified in the school's action plan have been completed to a high standard. The employment of a compliance manager has helped to raise the profile of health and safety, which is now given the appropriate level of attention. The school's revised health and safety policy is detailed and comprehensive. The monitoring checklists are successfully ensuring that leaders monitor and mitigate premises, and fire and activity-based risks. Leaders are now managing the school's premises, hazards and risks effectively. As a result, the related standard (paragraph 11) is now met.

- Fire safety has been dramatically improved. Significant time and money have been invested to ensure that the school now meets legal requirements. All actions identified in the school's external fire risk assessment have now been completed. This includes refurbishment of fire doors throughout the senior school premises, installation of additional emergency lighting, and a new fire alarm system in the sixth-form and art blocks. New documentation has been written so that staff, pupils and visitors have clear guidance on actions to take in the event of a fire. All the appropriate checks on fire safety equipment are now undertaken as a matter of routine and are appropriately logged. As a result, the school now meets the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- As identified in Ofsted's action plan evaluation, the school's revised risk assessment policy and current risk assessments demonstrate greater diligence and competence in the mitigation of risk than was reported to be the case in March 2017. Suitable risk assessments are in place for all aspects of the premises, fire safety and on-site and off-site activities. As a result, the related standards (paragraph 16, 16(a) and 16(b)) are now met.
- Arrangements for safeguarding (in addition to matters relating to the premises) continue to be robust, as identified at the previous inspection. The school's compliant safeguarding policy, which pays due regard to 'Keeping Children Safe in Education' (September 2016) and the 'Prevent' duty, is available online. Those senior staff with responsibility for safeguarding and child protection have been suitably trained and clear systems are in place for the referral of any concerns. As a result, the related standards (paragraphs 7, 7(a), 7(b) and 32(1), 32(1)(c)) are all met.
- Leaders have ensured that the independent school standards checked in this part are now met.

Part 5. Premises of and accommodation at schools

Paragraph 25

- At the previous inspection, pupils could gain easy access to cupboards and storage areas that were unsuitable and contained risky materials, including cleaning chemicals; fire routes were blocked by debris; out-of-bounds areas around the premises were not suitably signposted or managed to restrict pupils' access; and the pond was not clearly signposted or appropriately managed to reduce the risks posed. These examples of hazards all contributed to an increased frequency and magnitude of potential risks faced by pupils on a daily basis.
- The school's action plan, supported by photographic evidence, set out suitable actions that had been identified as completed by the time of this progress monitoring inspection. This included clearing rubbish and old equipment from passageways, including around fire escape routes. It also included securing the storage of hazardous materials and making secure the access to out-of-bounds areas. As a result, the plan indicated that the identified hazards and associated risks are likely to be managed more robustly than was previously the case.
- This inspection confirmed all the findings of the school's action plan evaluation. The site

is now entirely free of clutter; all fire exits are clear; all areas that are out of bounds or contain hazardous materials are secured; the pond is now contained by an appropriate roped fence and a new electronic rear gate ensures that the premises are more secure. The premises are now maintained to an appropriate standard, ensuring the health, safety and welfare of pupils. As a result, paragraph 25 is now met.

- Leaders have ensured that the independent school standard checked in this part is now met.

Part 8. Quality of leadership in and management of schools

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

- At the previous inspection, the standard relating to the quality of leadership and management was not met because the standards relating to the health and safety of the premises, risk assessment, adherence to the Regulatory Reform (Fire Safety) Order 2005, and pupils' welfare were not met.
- The school's action plan identified robust actions, judged as likely to meet these previously unmet standards.
- This inspection confirmed that leaders have taken decisive, effective action to rapidly resolve all the identified health and safety concerns. They have wasted no time in fully accepting the identified deficiencies and ensuring that health and safety are now given the required level of priority.
- Leaders have ensured that all the independent school standards checked during this inspection are now met.
- As a result, all the requirements in Part 8 are now met.

Compliance with regulatory requirements

The school meets 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 now meets the following independent school standards

- Ensure that the standard is met by putting in place arrangements to safeguard and promote the welfare of pupils at the school and that such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- Ensure that relevant 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 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 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 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, that leaders 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) and 34(1)(c)).

School details

Unique reference number	102065
DfE registration number	308/6062
Inspection number	10039972

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	Other independent school
School status	Independent school
Age range of pupils	4 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	512
Of which, number on roll in sixth form	76
Number of part-time pupils	None
Proprietors	Mrs C Tardios and Mr A Tardios
Headteachers	Mrs C Tardios and Mr A Tardios
Annual fees (day pupils)	£10,620 to £13,170
Telephone number	01707 657294
Website	www.stjohnsseniorschool.org.uk
Email address	stjohnssc@aol.com
Date of previous standard inspection	28 February–2 March 2017

Information about this school

- St John's Preparatory and Senior School is an independent day school in the London Borough of Enfield. The school has a broadly Christian ethos. The school aims for pupils to become 'brave thinkers', so that they are prepared for adult life socially as well as academically.
- The headteachers of the preparatory and senior schools are also the joint proprietors.

Since the previous inspection, the school has formally convened a governing body.

- The school occupies several buildings that have been converted for educational use, on two sites, about one mile apart. The preparatory school is located in a large house set in four acres of land. The senior school site is a large listed building in 24 acres of land.
- The school does not use any alternative provision.

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.
- This inspection was the school's first progress monitoring inspection. It was conducted with notice during the summer holidays, at the request of the registration authority.
- In March 2017, a full standard inspection of the school judged it to be inadequate. The school submitted an action plan. Ofsted's review of this plan in June 2017 judged it to be acceptable. As a result, the Department for Education wrote to the school to confirm that the action plan had been accepted in July 2017.
- The inspection focused on the school's progress against specific requirements within Parts 3, 5 and 8 of the independent school standards.
- The inspector met with the joint headteachers and proprietors, deputy headteacher and the school's compliance manager. He toured both of the school's premises with leaders and scrutinised a range of documentation related to safeguarding, health and safety, fire safety and risk assessment.
- The inspection took account of the 57 responses to Ofsted's online survey, Parent View.

Inspection team

James Waite, lead inspector

Ofsted Inspector

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