

Educational Excellence and Wellbeing

112–114 High Street, Croydon, Surrey CR0 1ND

Inspection dates

13 October 2017

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

Paragraphs 7, 7(a), 7(b), 31(1) and 31(1)(c)

- The school's safeguarding and child protection policy is published on its website and takes account of current statutory requirements. It is supported by additional policies such as behaviour, anti-bullying and children missing in education. All of these policies are published on the school's website. However, they are not translated into everyday practice and the arrangements for safeguarding lack coherence. Staff recognise that systems are not joined up well enough. This means that the culture of safeguarding in the school is not fully effective.
- Records are kept on the school's bespoke computer-based management information system, as well as on paper. This means that the information is not readily available in one place, making it difficult to follow up referrals in a timely manner. For example, in one case, there was a gap of four months between contacting the local authority about a pupil and the next recorded action to follow this up. Although staff explained the reasons for this gap, they recognise that this is not good enough and that the pupil 'was in the ether'. As a result, leaders are arranging for the current records to be transferred to a reporting system that does not rely on technology so that safeguarding issues can be tracked more accurately.
- There has been some progress in improving systems. Referrals and actions are tracked regularly. All conversations between staff and discussions with parents are logged and a 'record of concern' form is kept in each pupil's file. Staff have received appropriate training, including the designated safeguarding lead (DSL) and the 'well-being' team of staff. Records show that staff have signed to confirm they have read and understood 'Keeping children safe in education' (2016), and there is a record of training held on the management information system.
- Inspectors were aware during this inspection that serious allegations of a child protection nature were being investigated by the appropriate authorities. While Ofsted does not have the power to investigate allegations of this kind, actions taken by the provider in response to the allegations were considered, alongside the other evidence available at the time of the inspection, to inform the inspector's judgement. The headteacher confirmed that the school has made a referral to the Disclosure and Barring Service (DBS) and acted on advice from the designated officer at the local

authority. In a school where nearly all pupils have significant behaviour and emotional needs, the arrangements to promote safeguarding and welfare are not sufficiently rigorous. As a result, the school does not meet the requirements for this part of the independent school standards.

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

Paragraphs 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 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(6), 21(7), 21(7)(a) and 21(7)(b)

- The school's arrangements for vetting the suitability of staff, governors and the proprietor, and maintaining a single central register, do not meet requirements fully. The single central register for staff is up to date and shows that all the required vetting checks are carried out. However, the vetting process is not always systematic or timely. For example, in the past, some references were received after a member of staff had begun working at the school.
- Records relating to the newly formed governing body show that three of the four governors have DBS checks. The check for the fourth governor is in process.
- Governance arrangements are unclear. While governors are intending to set up a trust that will become the school's proprietor, current arrangements undermine the school's work to keep pupils safe.
- Leaders have not ensured that the independent school standards in this part are met.

Part 8. Quality of leadership in and management of schools

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

- Currently, leaders do not demonstrate the skills and knowledge necessary to ensure that the independent school standards are met consistently. Governance procedures and lines of accountability are imprecise. However, the recently reorganised governing body has taken action to tackle the school's weaknesses. For example, an interim headteacher was appointed in the summer term and the local authority has provided significant support. This has been effective in improving record-keeping, although the school recognises that it is still not tight enough.
- The governors have now appointed a permanent headteacher with substantial leadership experience. He has a good understanding of the school's weaknesses and what needs to be done to put it on a secure footing. For example, he has wasted no time in contacting the local authority to provide additional support. However, at the time of the inspection, the new headteacher had been in post for only four days.
- The standards in this part continue to be unmet because leaders have not ensured that all the independent school standards are met.

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

- Ensure that arrangements are made 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 a range of checks are also carried out for each proprietor, including an enhanced criminal records check, an identity check and a check of their right to work in the United Kingdom and any other such checks required by guidance issued by the Secretary of State (paragraphs 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 21(1), 21(6), 21(7), 21(7)(a) and 21(7)(b)).
- Ensure that persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their roles and fulfil their responsibilities effectively so that the independent school standards are met consistently and the well-being of pupils is actively promoted (paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School Details

Unique reference number	137671
DfE registration number	306/6010
Inspection number	10043177

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 day school for pupils with behavioural, emotional and social difficulties
School status	Independent special school
Age range of pupils	11 to 16
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	26
Number of part-time pupils	6
Proprietor	Mr Jaivanan Thangavalu
Chair	Mr Marc Williams
Headteacher	Mr Olu' Odunsi
Annual fees (day pupils)	£9,000–£29,100
Telephone number	0208 688 8665
Website	www.educationalexcellence.org.uk
Email address	info@educationalexcellence.org.uk
Date of previous standard inspection	10–12 November 2015

Information about this school

- Educational Excellence and Wellbeing is an independent day school located in the London Borough of Croydon.
- Following allegations of a child protection nature, the newly formed governing body oversees the running of the school.
- There are currently 26 boys and girls on roll, aged from 11 to 16 years, including six pupils who attend school on a part-time basis. Croydon, Lambeth, Lewisham, Merton

and Sutton local authorities refer pupils to the school. All pupils are dual registered with a mainstream school.

- The proportion of pupils who are from minority ethnic groups is well above the national average. There are twice as many boys as there are girls.
- The school is housed in converted commercial premises. All of the pupils are identified as having special educational needs and/or disabilities. No pupils are looked after.
- Pupils attend off-site training at Waddon Leisure Centre for physical education and sport.
- The school receives no additional funding for pupils who have special educational needs and/or disabilities.
- The headteacher took up his position on 9 October 2017, four days before this inspection.
- The school's website meets the requirements of the independent school standards.

Information about this inspection

- This was an unannounced emergency inspection. The inspection was commissioned by the schools' registration authority in response to serious allegations of a child protection nature at the school.
- The inspector reviewed key documents and policies, including those relating to safeguarding, and scrutinised the school's personnel files.
- The inspector met with the headteacher, the designated safeguarding lead, two governors and three representatives of the local authority. He held discussions with pupils.

Inspection team

Brian Oppenheim, lead inspector

Her Majesty's Inspector

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