

CACFO UK Education Centre

40 Northwood Road, Thornton Heath, Surrey CR7 8HQ

Inspection dates

1 May 2018

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) and 32(1), 32(1)(c)

- At the time of the previous inspection, the school's safeguarding arrangements were ineffective because school leaders did not follow their safeguarding policy and the statutory guidance 'Keeping children safe in education' (September 2016). This potentially put pupils at risk of harm. Leaders failed to refer relevant concerns to the local authority and to the Disclosure and Barring Service (DBS).
- Leaders set out a range of actions to address the unmet standards in their action plan, such as the appointment of a suitably trained safeguarding leader; implementation of robust safeguarding procedures, including referrals to external agencies; up-to-date safeguarding training for staff; and the review of safeguarding policies. Some actions were too generic. There was no reference to the DBS, no indication that all leaders had undertaken the required training and some statements in policies did not match those in the action plan. This demonstrated a lack of clarity and understanding in how to follow the appropriate safeguarding procedures, especially so in relation to allegations made against staff.
- This inspection found there to have been some significant improvements in raising safeguarding standards. There are now two appropriately trained safeguarding leaders, who ensure that concerns are logged thoroughly and referred to the local authority as appropriate. Staff are now fully trained, including in relation to the 'Prevent' duty. The school's single central record of pre-employment vetting checks now also meets requirements.
- However, the referral of concerns to the local authority's designated officer and the DBS has been unacceptably slow. As a result, paragraph 7, 7(a) and 7(b) is still not met. Governors have put in place robust arrangements to ensure that such delays never happen again and are working with leaders to ensure that safeguarding arrangements improve further to become consistently effective.
- Paragraph 32(1), 32(1)(c) continues to be met, because the school's safeguarding policy is available online.

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

- At the time of the previous inspection, the school's health and safety policy was not implemented effectively and leaders did not have a written risk assessment policy. Not all staff had undertaken training in health and safety or risk assessment. Leaders did not hold risk assessments for the building, because these were kept by the charity's leaders rather than the school's leaders. Risk assessments for activities were available, but the procedure for reviewing these was unclear.
- This inspection confirmed that all the suitable actions proposed in the school's action plan have been realised. All risk assessments have been reviewed, including those for the premises, in line with the school's new and suitable risk assessment policy. Staff have completed relevant health and safety training and are now involved in the regular review of risk assessments, especially in relation to considering the risks individual pupils present.
- These paragraphs are now met.

Paragraph 13

- The previous inspection found that pupils' medicines were kept in an unlocked desk drawer; arrangements for administering medicines to pupils were haphazard and recording was poor.
- This inspection confirmed that all the suitable actions proposed in the school's action plan have been realised. These include the introduction of an appropriate medications policy, the use of a new lockable medical cabinet and improvements in recording parental consent for, and staff administration of, medications to pupils.
- This paragraph is now met.
- Not all the independent school standards in this part are met.

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

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

- At the time of the previous inspection, leaders had not ensured that all the required suitability checks on staff had been completed. These included prohibition from teaching, prohibition from management and medical fitness checks. The single central record of vetting checks did not meet requirements.
- This inspection confirmed that the single central record now meets all requirements. All the required checks are now understood, undertaken and recorded appropriately for all staff, governors and trustees.
- These paragraphs are now met.
- All the independent school standards in this part are now met.

Part 5. Premises of and accommodation at schools

Paragraph 24(1), 24(1)(a), 24(1)(b) and 24(2)

- This inspection confirmed, as identified in the school's action plan, that a new medical room facility has been built. It is equipped to provide an appropriate facility for the medical examination and treatment of pupils and the short-term care of sick and injured

pupils. It includes a washing facility, is near to a toilet facility and is appropriately equipped with first-aid supplies and a bed.

- This paragraph is now met.
- All the independent school standards in this part are 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)

- Leaders have taken some effective action since the previous full inspection in June 2017. At that time, they had not been effective in ensuring that the independent school standards were met fully.
- This inspection confirms that much has improved and the vast majority of independent school standards previously judged as not met are now met.
- However, leaders have more work to do to ensure that safeguarding is consistently effective.
- This paragraph is still not met.
- The independent school standards in this part are not 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, as set out in the annex of this report. 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.

School details

Unique reference number	132776
DfE registration number	306/6094
Inspection number	10048993

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	Alternative provision
School status	Independent school
Age range of pupils	11 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	6
Number of part-time pupils	None
Proprietor	Croydon African Caribbean Family Organisation
Chair	Adrian Dennis
Interim headteacher	Patricia Oliver
Annual fees (day pupils)	£9,000
Telephone number	020 8771 6222
Website	www.cacfo.org.uk
Email address	headteacher@cacfo.org.uk
Date of previous standard inspection	27–29 June 2017

Information about this school

- CACFO UK Education Centre is an independent alternative provider in the London borough of Croydon.
- The school operates as alternative provision for up to 20 pupils between the ages of 11 and 16. The school registration is as a mixed school, but for the last five years the school has only admitted boys, and only between the ages of 11 and 14.
- The school provides full-time education for pupils who have been permanently excluded from school, or who are at risk of permanent exclusion. The main referring authority is Croydon local authority. In addition, some local secondary schools contract directly with

the school for short-term places for their pupils.

- The proprietor is the Croydon African Caribbean Family Organisation (CACFO), which is a registered charity. The charity provides community services for the local community in Thornton Heath. The school operates premises on the same site.
- The school does not make use of 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.
- In June 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 January 2018 judged it to be not acceptable. As a result, the Department for Education rejected the action plan.
- This inspection was the school's first progress monitoring inspection and was conducted without notice.
- The inspection focused on the school's progress against specific requirements within Parts 3, 4, 5 and 8 of the independent school standards.
- The inspector met with the headteacher, the business manager and a member of staff responsible for safeguarding and behavioural support.
- The inspector toured the premises and scrutinised relevant documentation, including that related to safeguarding, health and safety and risk assessment.
- The inspector spoke with the local authority's designated officer for safeguarding.
- There were too few recent responses to Ofsted's online survey, Parent View, to consider as part of the inspection.

Inspection team

James Waite, lead inspector

Ofsted Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

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

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if the proprietor ensures that-
 - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
 - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school-
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
 - 34(1)(c) actively promote the well-being of pupils.

The school now meets the following independent school standards

Part 3. Welfare, health and safety of pupils

- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.
- 16 The standard in this paragraph is met if the proprietor ensures that-
 - 16(a) 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
 - 16(b) appropriate action is taken to reduce risks that are identified.

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

- 18(2) The standard in this paragraph is met if-
 - 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or 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 either such direction;
 - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person-
 - 18(2)(c)(ii) the person's medical fitness.

And in the light of the information from the checks referred to in paragraph (c) the proprietor considers that the person is suitable for the position to which the person is appointed.

- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person's appointment.
- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if-
 - 20(6)(a) MB-
 - 20(6)(a)(ii) does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or 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 either such direction.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is-
 - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether-
 - 21(3)(a)(iii) a check was made to establish whether S is 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;

including the date on which each such check was completed or the certificate obtained.

- 21(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.

Part 5. Premises of and accommodation at schools

- 24(1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including-
 - 24(1)(a) accommodation for the medical examination and treatment of pupils;
 - 24(1)(b) accommodation for the short-term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility.
- 24(2) The accommodation provided under sub-paragraphs (1)(a) and (b) may be used for other purposes (apart from teaching) provided it is always readily available to be used for the purposes set out in sub-paragraphs (1)(a) and (b).

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