

# Netherleigh and Rossefield School

Parsons Road, Heaton, Bradford, West Yorkshire BD9 4AY

**Inspection date**

3 December 2020

**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)*

- In November 2019, the Independent Schools Inspectorate (ISI) carried out a progress monitoring inspection of the school. Inspectors found that the proprietor had developed an appropriate safeguarding policy. However, aspects of the policy relating to the safer recruitment of staff were not being implemented effectively. Inspectors were also concerned that the school's leaders did not know how to refer allegations against staff to external agencies.
- The action plan produced by the proprietors stated that all gaps in the pre-employment checks on staff would be addressed and put on an updated central register. Senior leaders would also have additional training in safeguarding and safer recruitment.
- The proprietors have revised the safeguarding policy. The policy is compliant with current government guidance. The policy is informative and detailed. It is available to parents on request as there is currently no school website.
- The headteacher is the designated safeguarding lead (DSL). The assistant headteacher responsible for the early years foundation stage (EYFS) is the deputy designated safeguarding lead. Both the DSL and the deputy DSL have received enhanced safeguarding training.
- The DSL has ensured that records of safeguarding referrals are well organised and securely stored. These records show that the DSL and her deputy are proactive in seeking help for pupils who need it. The proprietors and the DSL know what to do if there is an allegation against a member of staff.
- The proprietors have invested in training for all staff so that they know how to keep pupils safe. There is an induction programme for new staff and volunteers. This training requires staff to complete online safeguarding training and face-to-face training about the school's code of conduct for staff.
- The school's leaders have been trained in safer recruitment. The headteacher has ensured that all staff have gone through a comprehensive set of pre-employment checks. The pre-employment checks are in line with current government guidance. Staff

files show that pre-employment checks are carried out by the headteacher and monitored by the proprietors.

- These standards are now met.

*Paragraphs 9, 9(a), 9(b), 9(c), 10, 14*

- The headteacher has produced a behaviour policy. This policy is clearly written. It describes what is expected of pupils and how staff will reward pupils for positive behaviour. The policy covers the range of sanctions that will be used to address poor behaviour from pupils. The headteacher keeps a record of any sanctions used.
- The proprietors have ensured that there is an anti-bullying policy in place. Pupils spoken to said they were happy at the school. They were confident that any issues such as bullying would be quickly resolved by staff.
- The proprietors have ensured that the numbers of staff in the EYFS is well within the required staffing ratios. Pupils are well supervised by staff around the school.
- These standards were met at the last inspection and continue to be met.

*Paragraphs 11, 12*

- The last inspection found that there was an appropriate health and safety policy in place. However, the implementation of the policy was not being sufficiently monitored by the proprietors. There were also issues with fire safety, maintenance of the buildings and suitable washing facilities for pupils.
- The action plan produced by the proprietors showed a schedule of repair and improvement work for the buildings. The action plan stated that all work would be completed by April 2020.
- The proprietors have ensured there is a health and safety policy in place. The policy shows that the school's leaders are knowledgeable about current legislation. The policy is detailed and informative. It is clear what is expected of school leaders and other staff.
- The headteacher has issued health and safety check sheets to all staff. Staff use these to check and report on their areas of the school. The proprietors follow up the maintenance and health and safety issues identified by staff. The proprietors also employ a specialist company to do an annual health and safety audit.
- The proprietors ensure all staff receive training in health and safety and fire safety. Those staff with additional responsibility for reporting accidents, safe storage of hazardous substances and fire safety have received enhanced training.
- The proprietors commissioned a specialist company to assess any fire risks. The work required to reduce the fire risks in the school has been completed. The proprietors ensure that a qualified agent checks and services the fire safety equipment on a regular basis.
- The proprietors have ensured that evacuation routes are clearly signed. The headteacher organises regular practices so that staff and pupils know how to evacuate the buildings safely. The headteacher produces personal emergency evacuation plans for pupils who need them. Teachers have a fire register in their classrooms. Staff use this register to check pupils during any evacuation of the buildings.
- These standards are now met.

### *Paragraph 13*

- The proprietors have policies which cover first aid and the use of medication. The proprietors have provided well-stocked first-aid boxes and a safe place to store medication. The headteacher keeps a log of any accidents and the action taken. All staff have received training in emergency first aid. Senior leaders and those staff who teach the younger pupils have been trained in paediatric first aid. The headteacher keeps a record of any medication pupils may need to take.
- This standard was met at the previous inspection and continues to be met.

### *Paragraph 15*

- At the time of the previous inspection, the proprietors had ensured there was an attendance register in use. However, there was no admissions register.
- The action plan produced by the school's leaders stated that an admissions register would be in place and any gaps in historic information filled in by November 2020.
- The proprietors have ensured there is an admissions register in place. Senior leaders are aware of the information that must be recorded when a pupil joins or leaves the school's roll. Senior leaders understand the importance of keeping this information accurate and up to date. The admissions register shows full details and information on all pupils in the school, including children in the EYFS. The destinations of pupils who leave the school are recorded.
- The headteacher collects a daily register of pupils' attendance. Staff contact the parents of any absent pupils on the first day of absence. Staff know how to code absence correctly. The headteacher monitors pupils' absence carefully and reports this to the proprietors.
- This standard is now met.

### *Paragraph 16, 16(a), 16(b)*

- The last inspection found that staff were carrying out appropriate risk assessments. However, the proprietors had not created a written risk assessment policy.
- The proprietors have ensured there is a written risk assessment policy. Staff are aware of when a risk assessment is required and what information should be included in any risk assessment.
- School leaders have risk assessments in place which cover a range of events and possible hazards. There are, for example, risk assessments for educational visits, the use of computer equipment and science experiments.
- These standards are now met.

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

### *Paragraph 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(3)*

- At the time of the last inspection, school leaders had been trained in safer recruitment. However, the proprietors had not ensured that pre-employment checks on staff were being carried out fully. The proprietors had also not recorded information from these checks on a central register.

- The checks on staff's identification, qualifications and right to work in the United Kingdom are now in place. The required checks into criminal records, barred lists and prohibition from working in or managing a school are also completed.
- School leaders ensure that application forms are checked for gaps in employment history. The proprietors understand the importance of getting appropriate references on staff. The headteacher knows how to complete additional checks on staff who have lived or worked abroad.
- Staff complete a self-assessment of their medical fitness. The proprietors employ an external agency to do other medical checks as required.

*Paragraph 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)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(3)*

- The proprietors are not using supply staff at present. However, the headteacher knows how to carry out checks on the identity and suitability of any supply staff who may need to work at the school.

*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)(c)*

- At the last inspection, there were concerns that not all of the checks required by government guidance were in place. This meant that not all information on adults who were working or volunteering at the school was recorded on the school's central register.
- The proprietors have now ensured that all required checks are carried out on any adult before they work or volunteer at the school. The headteacher records the information from these checks on the school's central register. This central register of information is checked and monitored by the proprietors.
- These standards in this part are now met.

## Part 5. Premises of and accommodation at schools

*Paragraphs 23(1), 23(1)(a), 23(1)(b), 24(1), 24(1)(a), 24(1)(b), 24(2)*

- The proprietors have ensured that there are separate toilet blocks for girls and boys who are in Year 1 or above. Each toilet block has separate cubicles with a full-length door. There are several washbasins in each toilet block. The toilets are clean and well maintained. There is a separate toilet for staff and visitors.
- There is a spacious medical room. The medical room has a bed, a sink and is close to a toilet.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 25*

- At the last inspection, inspectors judged that the buildings were not being maintained sufficiently to ensure the well-being of pupils.
- The school has two main buildings. These buildings are large and approximately 100 years old. The proprietors have ensured that all essential maintenance work has been completed. This includes roof repairs, the installation of fire doors and improvements to emergency and external lighting.

- This standard is now met.

*Paragraphs 26, 27, 27(a), 27(b)*

- The school has several large classrooms, a hall, library and staff offices. All rooms have plenty of light and appropriate acoustics.
- There are three entrances to the school. Two of the entrances have gates, which are kept locked through the school day. The other access point is the main driveway to the school's reception. There is external lighting around the buildings.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)*

- The proprietors have ensured that taps with water suitable for drinking are labelled. There is also a plumbed water dispenser which pupils can access throughout the day.
- At the previous inspection, the water to the washbasins in the pupils' toilets was not warm enough for safe handwashing.
- There are several washbasins in each toilet block, with warm water. The water in the Reception classroom was too hot during the inspection. This was adjusted immediately.
- These standards are now met.

*Paragraph 29(1), 29(1)(a), 29(1)(b)*

- There is a school hall which is used for assemblies and physical education lessons.
- The outside areas are suitable for use at social times and for games lessons.
- These standards were met at the previous inspection and continue to be met.

## Part 6. Provision of information

*Paragraph 32(1)(c)*

- The proprietors have ensured there is a safeguarding policy in place and a printed copy is available to parents upon request. At the time of this inspection, there was no school website. The proprietors plan to put the policy on the school website when the website is open.
- These standards were met at the previous inspection and continue to be met.

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

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

- At the last inspection, the school's leaders were not demonstrating the skills and knowledge required to ensure the independent school standards could be met consistently.
- The joint proprietors have backgrounds in school leadership and business management. They have ensured that effective action has been taken to address the previously unmet standards. The proprietors understand the importance of ensuring that the standards are met consistently. They have revised policies and school systems to ensure they fulfil their responsibilities as owners of the school.
- The headteacher is a qualified teacher and experienced school leader. The proprietors have appointed two assistant headteachers who bring additional expertise to the

leadership of the school. The proprietors have also appointed an external agent who supports the leadership team with specialist advice on human resources and health and safety.

- The proprietors know the school well and monitor the work of the headteacher and other senior leaders.
- The proprietors are committed to the future of the school and the well-being of pupils.
- These standards are now met.

#### Statutory requirements of the Early Years Foundation Stage

- At the last inspection, the learning and development requirements for pupils in the early years were met. However, some of the safeguarding and welfare requirements of the statutory framework for early years were not met. Sections 3.4, 3.7, 3.9, 3.12, 3.54, 3.55, 3.64 and 3.72 of the early years standards remained unmet at the previous progress monitoring inspection.
- The proprietors have ensured that safeguarding arrangements for children in the EYFS are effective. The proprietors follow statutory guidance when completing pre-employment checks on adults who work or volunteer in the school. The headteacher records the information from these checks on a central register. The DSLs know how to make referrals to external agencies to keep children safe.
- Teachers in the EYFS are well qualified and experienced. They are aware of their responsibilities for keeping children safe and well.
- The school's leaders understand their safeguarding responsibilities for children in the early years of the school. For example, leaders carry out additional checks on staff who work with early years children. The headteacher ensures that staff who work with children in the EYFS receive training in paediatric first aid.
- There are specialist rooms provided for children in the EYFS. The proprietors have made improvements to the school's buildings and outside areas to address previous health and safety failings. The proprietors have ensured there is a fire risk assessment in place and that staff and children in the EYFS can evacuate the building safely.
- The proprietors have produced a written risk assessment policy. There are additional risk assessments in place for the EYFS. For example, the lead for EYFS has produced a risk assessment to cover children's outdoor learning.
- The headteacher has ensured that information about children in the EYFS and their families is well maintained. The headteacher has revised the admissions register for the school and included all children in the EYFS on this register.
- These standards 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

#### 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.
- 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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005[12].
- 15 The standard in this paragraph is met if the proprietor ensures that an admissions register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 [13].
- 16 The standard in this paragraph is met if the proprietor ensures that-
  - 16(a) the welfare of the pupils at the school is safeguarded and promoted by the drawing up and implementation of a written risk assessment policy. arrangements are made to safeguard and promote the welfare of pupils at the school.

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

- 18(1) The standard in this part relates to the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff.
- 18(2) The standard in this part is met if –
  - 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
  - 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)(i) the person’s identity;
    - 18(2)(c)(ii) the person’s medical fitness;
    - 18(2)(c)(iii) the person’s right to work in the United Kingdom; and
    - 18(2)(c)(iv) where appropriate, the person’s qualifications;
  - 18(2)(d) the proprietor ensures 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.
- 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.
  - 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(2) The register referred to in sub-paragraph (1) may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form.
  - 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)(ii) S’s identity was checked;
      - 21(3)(a)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
      - 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;
      - 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
      - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
      - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d);
      - 21(3)(a)(vii) a check of S’s right to work in the United Kingdom was made; and
    - 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**

- 25 The standard in this paragraph is met if the proprietor ensures 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.

- 28(1) The standard in this paragraph is met if the proprietor ensures that-
  - 28(1)(b) toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water.

## **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.

## **Early Years Welfare Requirements**

### **Section 3**

**3.4, 3.7, 3.9, 3.12, 3.14, 3.54, 3.55, 3.64, 3.72**

## School details

Unique reference number	107445
DfE registration number	380/6000
Inspection number	10162284

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	2 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	57
Number of part-time pupils	0
Proprietor	Ruth Midgley and Graham Midgley
Headteacher	Amanda Leary
Annual fees (day pupils)	£7,485
Telephone number	01274543162
Website	No website
Email address	head@nandr.org
Date of previous standard inspection	12 May 2010

## Information about this school

- Netherleigh and Rossefield school is an independent day school for boys and girls aged between two- and 11-years-old. It is situated in Heaton on the outskirts of Bradford.
- The last standard Ofsted inspection was 12 May 2010, when the school was judged to be good. In February 2020, the Department for Education (DfE) advised that future inspections of the school would be carried out by Ofsted. The Independent Schools Inspectorate had been responsible for inspections in the intervening period. An ISI inspection on 14 May 2019 reported that several of the independent school standards were not being met. The ISI did a progress monitoring inspection on 4 November 2019. This found that some of the independent school standards were still not being met.

- The school has provision for two-year-olds. There were no two-year-olds on roll at the time of the inspection.
- The school is registered to admit up to 150 pupils.
- There were no pupils who have an education, health and care plan on roll at the time of the inspection.
- 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 was the school's first Ofsted progress monitoring inspection since the ISI's progress monitoring visit on 4 November 2019.
- Following the inspection on 4 November 2019, the DfE directed the school to write an action plan by 5 March 2020. The purpose of this action plan was for leaders to show what steps they would take to meet the unmet independent school standards. The action plan was evaluated on 9 March 2020 and judged not to be acceptable. The DfE rejected the school's action plan on 28 April 2020 and commissioned this progress monitoring inspection.
- This inspection was carried out with no notice. The lead inspector attempted to phone the headteacher shortly before going onto the school's site to ensure compliance with the school's COVID-19 protocols. However, the school's phone was not working on the day of the inspection. The headteacher was absent so contact was made with one of the assistant headteachers.
- The inspector met with the proprietor, assistant headteachers, deputy DSL and the lead for the EYFS. The inspector also met with pupils. The inspector was unable to speak to the headteacher as she was absent due to illness.
- The inspector toured the school's buildings and grounds. The inspector reviewed the school's documents and policies.
- The inspector checked the school's arrangements for safeguarding pupils.

## Inspection team

Patricia Head, lead inspector

Her Majesty's Inspector

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