

# Brooke House Day School

Croft Road, Cosby, Leicester, Leicestershire LE9 1SE

**Inspection date**

8 February 2021

**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(2), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)*

- Leaders have written new plans to deliver careers advice and guidance. These plans help pupils to consider the variety of opportunities they have in taking their next steps.
- Leaders provide relevant next steps information to parents and carers. For example, a recent edition of the school's weekly bulletin informs parents about apprenticeships.
- Pupils take part in workshops to help them to develop their careers knowledge and skills. For example, pupils have recently attended a workshop to help them to write curricula vitae (CVs) and job applications.
- The school meets the requirements of the independent school standards that were checked in this part.

### Part 2. Spiritual, moral, social and cultural development of pupils

*Paragraphs 2(1), 2(1)(a), 2(2), 2(2)(d), 2(2)(d)(ii), 5, 5(b), 5(b)(v), 5(b)(vi)*

- Leaders have written a new curriculum policy that incorporates the different aspects of the school's personal, social, health and economic (PSHE) education, religious education and citizenship curriculums.
- Pupils learn about faiths and religions that differ from their own. Pupils spoke with the inspector about Buddhism and Judaism with enthusiasm.
- Curriculum plans for PSHE education take account of the Equality Act 2010. Pupils learn about the importance of mutual respect, including for those who have protected characteristics under the Equality Act 2010.
- Pupils understand diversity. They recognise the importance of mutual respect. Pupils told the inspector that people who have different lifestyles from their own should be treated with kindness because 'people are all the same'.

- The school meets the requirements of the independent school standards that were checked in this part.

### Part 3. Welfare, health and safety of pupils

#### *Paragraphs 7, 7(a), 7(b), 32(1), 32(1)(c)*

- The arrangements for safeguarding and promoting the welfare of pupils at the school are not effective.
- The school's safeguarding policy does not take account of the latest guidance issued by the Secretary of State. Leaders were not aware that new guidance had been issued.
- Not all staff know how to spot the signs that a pupil may be at risk of harm.
- Leaders have not followed safer recruitment practices, as set out in 'Keeping Children Safe in Education' (January 2021) where obtaining and verifying up-to-date references from previous employers are concerned.
- Leaders do not follow up safeguarding concerns robustly enough. Vulnerable pupils are not monitored. Leaders do not ensure that pupils receive the support they might need.
- Safeguarding records lack detail. They do not identify the specific concern that has been raised. They do not detail the action that leaders have taken in response to the concern. It is not clear whether appropriate action has been taken in response to safeguarding concerns. Safeguarding records are not kept securely.
- Staff know what they should do if they have concerns about an adult's conduct. Leaders have ensured that staff have up-to-date contact details to report concerns to the appropriate authority.
- The school's safeguarding policy is available to parents on request.

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

- The school's risk assessment policy has been updated since the last inspection and includes more detail than previously. However, shortcomings remain. For example, it does not consider the need to write risk assessments for individual pupils, such as those with healthcare needs. The policy does not detail how risks will be monitored and reviewed.
- Leaders have identified risks around the site, but they do not take action to mitigate these risks. They do not check to see whether the risks remain.
- Leaders have not written risk assessments for all vulnerable pupils. When risk assessments are in place for individual pupils, leaders do not review these.
- The school does not meet the requirements of the independent school standards that were checked in this part.

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

#### *Paragraphs 18(2), 18(2)(e), 18(3)*

- Leaders have ensured that checks on staff who have lived or worked abroad are completed.

- The school meets the requirements of the independent school standards that were checked in this part.

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

### *Paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- The proprietor has not taken effective action to address all the standards that were not met at the last inspection. A number of previously unmet standards remain unmet.
- Safeguarding arrangements are not effective. Leaders are not aware of the most up-to-date safeguarding guidance. They do not follow safer recruitment practices.
- Leaders do not actively promote the well-being of pupils. Vulnerable pupils are not adequately monitored. Safeguarding records are poor.
- The school does not meet the requirements of the independent school standards in this part.

## Statutory requirements of the early years foundation stage

- The proprietor has not ensured that the school meets the safeguarding and welfare requirements of the statutory framework of the early years foundation stage. The safeguarding failings that are present in the school are also present in early years. The relevant paragraphs from the statutory framework are 3.4, 3.6 and 3.7.

## **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	135185
DfE registration number	855/6023
Inspection number	10177249

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	3 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	56
Number of part-time pupils	0
Proprietor	Joy Parker
Headteacher	Joy Parker
Annual fees (day pupils)	Reception to Year 6 £6,900 Year 7 to Year 11 £8,400
Telephone number	0116 2867372
Website	Not applicable
Email address	<a href="mailto:joybrookehousedayschool@gmail.com">joybrookehousedayschool@gmail.com</a>
Date of previous standard inspection	12–14 November 2019

## Information about this school

- Brooke House Day School is an independent day school located in Cosby, Leicestershire. It is located on two sites situated on either side of a main road.
- The school's headteacher is also the proprietor.
- The school's last standard inspection took place on 12 to 14 November 2019.

## 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 took place with no notice. This was in line with the commission from the registration authority, the Department for Education. The inspection was the school's first monitoring inspection.
- The inspector met with the proprietor and senior staff. She spoke with a number of other staff informally.
- The inspector met with a group of pupils.
- The inspector looked at samples of pupils' work.
- The inspector visited both sites.
- The inspector scrutinised a range of documents relating to the school's provision, including safeguarding records and pupils' risk assessments.
- The inspector checked the school's single central register and recruitment procedures.

## Inspection team

Deborah Mosley, lead inspector

Her Majesty's 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 un-met 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.
- 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 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 foundation stage**

- The proprietor has not ensured that the school meets the safeguarding and welfare requirements of the statutory framework of the early years foundation stage. This is because the same safeguarding failings that are present in the school are also present in early years. The relevant paragraphs from the statutory framework are 3.4, 3.6 and 3.7.

### **The school now meets the following requirements of the independent school standards**

#### **Part 1. Quality of education provided**

- 2(1) The standard in this paragraph is met if–

- 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
- 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act;
- 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that–
  - 2(2)(e)(i) is presented in an impartial manner;
  - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
  - 2(2)(e)(iii) helps to encourage them to fulfil their potential.

## **Part 2. Spiritual, moral, social and cultural development of pupils**

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
  - 5(b) ensures that principles are actively promoted which–
    - 5(b)(v) further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
    - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

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

- 18(2) The standard in this paragraph is met if–
  - 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person’s suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State; and
- 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.



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