

# Carmel Christian School

817A Bath Road, Brislington, Bristol BS4 5NL

## Inspection dates

17 March 2022

## 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

#### *Paragraph 7, 7(a), 7(b)*

- At the standard inspection in November 2018 these paragraphs of the independent school standards were unmet. In June 2021 inspectors found fundamental weaknesses in the school's safeguarding culture.
- In June 2021, the safeguarding policy did not include everything it should. The school's safeguarding policy has been updated and now includes all the required information, including guidance on mobile phone usage. The safeguarding policy is on the school's website. However, some other policies relating to safeguarding arrangements are not updated as soon as new statutory safeguarding legislation comes into place.
- At the previous inspection, staff did not follow procedures outlined in the school's safeguarding policy. The designated safeguarding lead (DSL) did not log concerns or track and record them effectively. Pertinent safeguarding information was not shared with appropriate agencies. Serious concerns were not passed on to local authority safeguarding teams and some concerns were wrongly reported to the proprietary body instead of the DSL.
- The proprietor has ensured that appropriate systems for identifying and reporting concerns about pupils' well-being and safety are now in place and being used. Pertinent information is shared with external agencies. However, at times record-keeping is not consistently robust.
- The proprietor has ensured that the chair of governors and early years leader have been retrained in safer recruitment. As a result, pre-employment checks and the induction process are secure. However, they do not apply their training stringently. The selection process as set out in current legislation has not been followed. The interview processes and records are not sufficient.
- The proprietor has ensured that the DSL's and the new deputy DSL's safeguarding training is up to date and in line with legislation.
- This standard remains unmet.

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

- This standard was not met at the standard inspection in November 2018 and remained not met at the monitoring inspection in October 2019. The above standard remained unmet at the standard inspection and progress monitoring inspection in June 2021. This was because leaders had not thought carefully about the school's risk assessments. Risk assessments were not adapted to children's needs or the physical setting. Leaders had not identified potential risks on the school site.
- The school is applying its current risk assessment policy. The proprietor has put additional measures in place to increase site safety and minimise risk. There is a new intercom entry system, and additional measures have been put into place to ensure that children cannot access external parts of the building such as the loading bay. Risk assessments are now detailed and take into account the indoor and outdoor areas and the early years curriculum. School visit risk assessments consider children's medical and physical needs.
- This standard is now met.

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

*Paragraph 18(2), 18 (2)(b), 18(c), 18(e), 18(3), 21(3), 21(3)(a), 21(3)(a)(iii), 21(3)(b)*

- At the standard inspection in June 2021, these paragraphs of the independent school standards were unmet because leaders had not completed timely statutory employment checks on staff. Induction processes were not followed accurately. The school's single central record contains details of all staff, governors and proprietors. All the required checks have been made. Induction processes for volunteers are followed accurately.
- These standards are now met.

Part 8. Quality of leadership in and management of schools

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

- The standard in these paragraphs was not met at the standard inspection in November 2018 or at the monitoring visit in October 2019. In June 2021, these paragraphs of the independent school standards remained unmet because the proprietorial board, governors and school leaders were not well informed about the requirements of the independent school standards. The proprietor has not ensured that the school meets the independent school standards in full.
- The proprietor now attends governing body meetings. This provides greater oversight of the school. Governors conduct monitoring visits to the school. For example, they check that the curriculum is in line with the early years statutory requirements that came into place in September 2021. They ensure that health and safety requirements are met. As a result, the outside area is no longer cluttered and is safe.
- Additional training is taking place to increase governors' and leaders' knowledge and understanding of the independent school standards. However, this is recent and its impact is not yet widespread.
- The standard is not met.

### Statutory requirements of the Early Years Foundation Stage

- At the standard inspection in June 2021, the proprietor did not ensure that the school met 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 the early years.
- The relevant paragraphs relating to appointing a deputy early years leader and ensuring that the leader and deputy leader have a relevant level of safeguarding training have been completed. This welfare standard is now met (3.24)
- The relevant paragraphs relating to identity checks and vetting processes are met (3.12, 3.11, 3.10, 3.9) because the independent school standards in paragraphs 18(2), 18(2)(b), 18(2)(c), 18(2)(e), 18(3), 21(3), 21(3)(a) and 21(3)(a)(iii) are now met.
- The paragraph relating to risk assessments is met (3.65) because paragraphs 16, 16(a), 16(b) of the independent school standards are met.
- The paragraphs relating to the government's statutory guidance (3.7) remain unmet because the independent school standards paragraphs 7, 7(a) and 7(b) are not met.

## School details

Unique reference number	132774
DfE registration number	801/6021
Inspection number	10226707

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 status	Independent school
Age range of pupils	3 to 5
Gender of pupils	Mixed
Number of pupils on the school roll	8
Number of part-time pupils	5
Proprietor	Carmel Ministries International
Chair	Gerrit Di Somma
Headteacher	Joanne Collins
Annual fees (day pupils)	£4.00 an hour or £300 per month
Telephone number	01179 775678
Website	<a href="http://www.carmelchristianschool.org">www.carmelchristianschool.org</a>
Email address	<a href="mailto:jcollins@carmelchristianschool.org">jcollins@carmelchristianschool.org</a>
Date of previous standard inspection	15–17 June 2021

## Information about this school

- Carmel Christian School is an independent Christian day school in Bristol, owned by Carmel Ministries International.
- The proprietor, Carmel Ministries International, consists of a chair and three members who act as 'overseers'. There is an overseer for equipping, for assets and for pastoral care. In addition, there is a governing body. The governing body has recently increased in size. There are now six governors.

- In December 2020 the school changed its registration status with the Department for Education. The planned admission number reduced from 75 to 26 and the age range of pupils changed from three to 18 years to three to five years.
- Children in Nursery and Reception are taught in one class which caters for children from three years old. Children receive 15 to 30 free funded hours.
- The school was previously inspected in June 2021. The school did not meet all of the independent school standards and the overall effectiveness was judged to be inadequate. That standard inspection also incorporated a progress monitoring inspection.

## 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 inspector talked to the proprietor, the chair of governors, and the early years leader.
- The inspector reviewed risk assessments, school policies, and safeguarding records.
- The inspector reviewed the single central record, and other documents relating to staff recruitment and induction.
- The inspector completed a tour of the site.

## Inspection team

Julie Carrington, 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.

#### **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**

- Paragraph 3.7

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

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

- 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 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(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(3) The information referred to in this sub-paragraph is–
  - 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)(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.

### **Early Years Foundation Stage**

- Paragraph 3.24
- Paragraphs 3.9, 3.10, 3.11, 3.12
- Paragraph 3.65



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