Report for a Progress Monitoring Visit

St James Senior Boys' School

November 2019

School's details

School College	St James Senior Boys' School			
DfE number	936/6016			
Registered charity number	270156			
Address	St James Senior Boys' School Church Road Ashford Surrey TW15 3DZ			
Telephone number	01784 266930			
Email address	mailing@stjamesboys.co.uk			
Headmaster	Mr David Brazier			
Chair of governors	Mr Jeremy Sinclair			
Age range	11 to 18			
Number of pupils on roll	405			
	Seniors	339	**Sixth Form**	66
Date of visit	20 November 2019			

1. Introduction

Characteristics of the school

1.1 St James Senior Boys' School is an independent school for pupils aged between 11 and 18 years. It is registered as a single-sex school for male pupils. It shares a single governing body with its associated preparatory school and single-sex senior school for female pupils; a governors' committee has specific responsibility for overseeing the senior school for male pupils. The school has identified 96 pupils as having special educational needs and/or disabilities (SEND) of whom five have an education, health and care (EHC) plan. There are 38 pupils who speak English as an additional language.

Purpose of the visit

1.2 This was an unannounced progress monitoring visit at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the focused compliance and educational quality inspection on 08 to10 May 2019.

Regulations which were the focus of the visit	Team judgements
ISSR Part 3, paragraph 7 (a) and (b) (safeguarding)	**Met**
ISSR Part 4 paragraphs 18(2)(i), 18(2)(c)(ii), 18(2)(c)(iv) and 18(3), (suitability of staff, supply staff and proprietors)	**Met**
ISSR Part 4 paragraphs 20(6)(b)(ii) (suitability of staff, supply staff and proprietors)	**Met**
ISSR Part 4 paragraphs 21(1), 21(3)(a)(i), 21(3)(a)(iv)), 21(3)(a)(vii), 21(6) and 21(7)(a) (suitability of staff, supply staff and proprietors)	**Met**
ISSR Part 8, paragraph 34 1(a), (b) and (c) (leadership and management)	**Met**

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

Safeguarding policy

2.1 The school meets the requirements.

2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

Safeguarding implementation

2.3 The school meets the standard.

2.4 Safeguarding arrangements are implemented effectively with due regard to current statutory guidance and support pupils' needs appropriately. The designated safeguarding lead (DSL) and deputies have sufficient status to undertake their roles and are appropriately trained in line with local procedures. All staff have received face to face and on-line training with regard to recent changes in regulatory guidance and on-line safety. Appropriate records of this training are kept. New staff receive induction training to ensure understanding of safeguarding and all staff are in regular receipt of updates delivered by the DSL. Staff have read Part 1 and Annex A of Keeping Children Safe in Education (KCSIE) (September 2019) as required. The school has a strong relationship with the local authority's safeguarding team and always seeks advice before taking action. Governors provide effective support for the DSL and deputies through regular review meetings to ensure that arrangements are secure.

2.5 Staff demonstrate a strong understanding of their safeguarding responsibilities. They understand that they can make a referral to the local authority themselves if they have any concerns. Staff who are responsible for recruitment checks have due regard to *Keeping Children Safe in Education (KCSIE*) and ensure that no staff begin work until two references have been received. Staff understand procedures for referring concerns about pupils and other staff, should the need arise. Appropriate records of safeguarding concerns are maintained and monitored. Governance undertake an effective annual review of safeguarding arrangements.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]

2.6 The school meets the standards.

2.7 The school makes appropriate checks to ensure the suitability of staff, supply staff and proprietors, and a register of appointments is kept as required.

2.8 The school has dealt appropriately with the action points from the previous compliance inspection; all required checks of identity, qualifications and medical fitness are carried out before staff take up their position. These checks are accurately recorded on the single central register of appointments.

Provision of information [ISSR Part 6, paragraph 32]

2.9 The school meets the standard.

2.10 The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website.

Quality of leadership and management [ISSR Part 8, paragraph 34]

2.11 The school meets the standard.

2.12 Senior leaders and governors demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are met consistently. Regular and thorough review of systems and structures in the school ensure that the school actively promotes pupils' well-being.

3. Regulatory action points

3.1 For the regulations which were the focus of this visit, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014, and no further action is required as a result of this visit.

4. Summary of evidence

4.1 The inspector held discussions with the head, senior leaders and other members of staff and with the safeguarding governor, visited different areas of the school and talked with groups of pupils. She scrutinised a range of documentation, records and policies.