

St John's College School

73 Grange Road, Cambridge, Cambridgeshire, CB3 9AB

Date of visit 1 June 2015

Purpose of visit

This was an unannounced emergency visit at the request of the Department for Education which focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), particularly those concerned with safeguarding, behaviour and anti-bullying, first aid and medical procedures, the suitability of staff and recruitment procedures, the way in which complaints are handled, and leadership and management, including boarding.

Characteristics of the School

St John's College School is a co-educational preparatory day and boarding school for pupils from the ages Y

In practice, safeguarding is given a high priority in the school and the local guidance is followed carefully. The designated senior person (DSP) and her deputy are trained by the local safeguarding children board (LSCB) personnel at the correct intervals and their training is up-to-date. The list of staff training demonstrates that all staff are trained in child protection every two years (exceeding the

The recruitment policy is generally comprehensive although it does not contain the requirement for the appropriate staff to declare any disqualification by association; in practice this has been completed as required.

school. Enhanced

give the status and authority of the deputy DSPs, amending one so it accurately reflects the current situation, and state the name of the person who is responsible for safeguarding in the EYFS;

outline the main responsibilities of the DSP as described in KCSIE Annex B;

ensure that **the head** and **volunteers in regulated activity** have regular child protection training alongside the staff, mentioned as every two years; and that temporary and voluntary staff are also given induction training in safeguarding when they begin work at the school;

give the date of the annual review of the policy by governors and indicate that it is signed-off by the chair of governors;

ensure sufficient account has been taken of the nature, age range and other significant features of the school in the provisions made for safeguarding;

include that **all** staff read at least part one of KCSIE April 2015;

outline the restrictions placed on the use of mobile 'phones and cameras in the EYFS setting;

make reference to the need to provide alternative accommodation if a member of the boarding staff is suspended in circumstances of a child protection nature;

stress the school's response to relationships in boarding and the potential for abuse by peers.

Improve the wording of the safer recruitment policy as follows:

include the requirement that the school must check whether all staff who work with children in the EYFS or who manage this provision, as well as those who care for children up to the age of eight either in before- or after-school provision, are disqualified from childcare, including by association;

include that a check against the barred list will be undertaken on all staff, either within the enhanced DBS disclosure or separately.

It is recommended that the school also includes the following point in the Staff Code of Conduct:

guidance on dealing with the intimate care of children in the EYFS.

ISSR Part 3 - Welfare, health and safety 6 YMvfoFodC c

make reference to the non-statutory advice upon which this policy could be developed –
(2014);
state clearly the school's duties under the Equality Act 2010, including issues related to pupils with SEND and how reasonable adjustments are made for these pupils;
the way in which the school manages pupils' transition;
state the disciplinary action taken against pupils who are found to have made malicious accusations against staff;
ensure after amendment that parents are informed how this policy is made available to them.

ISSR Part 3 - Welfare, health and safety of pupils – anti-bullying [paragraph 10; NMS 12]

Improve the wording of the anti-bullying policy as follows:

[for boarding] include the specific measures below to combat cyber-bullying.

It is recommended that the school also includes the following points:

update the reference to the non-statutory advice upon which this policy could be developed –

stipulate that the complainant will not