



SCHOOL INSPECTION SERVICE

Progress monitoring report

School name	The St Michael Steiner School
DfE registration number	313/6002
Inspection dates	22 March 2017
Reporting inspector	Jane Cooper
Supporting inspector	Sally Jenkinson

SECTION A: Information

Information about the inspection

This inspection was conducted by the School Inspection Service (SIS) at the request of the Department for Education (DfE). It was carried out by SIS in accordance with Section 109(1) and (2) of the Education and Skills Act 2008, and it follows the inspection framework agreed with the DfE.

The St Michael Steiner School was last inspected on 15-17 November 2016. At that time inspectors found that the school did not meet the following standards: 11; 16 (b); 20 (6)(b)(i) and (ii); 20(8)(b)); 21(6) and 34 (1)(a) and (b). These standards relate to the implementation of the health and safety policy; risk assessment; the checking and vetting of trustee appointments and the recording of these checks on the single central record (SCR); and leadership and management. As a result of these failures the DfE required the school to produce a Statutory Action Plan which it submitted in January 2017. The Action Plan was evaluated by SIS at the request of the DfE on 31 January 2017. The school's action plan required improvement because it lacked some of the necessary detail. However, actions proposed by the school had either been completed or were on track to be completed within an acceptable timescale by mid-March 2017.

The purpose of this progress monitoring inspection was to check whether the required action has been taken and whether the school now meets the independent school standards.

This inspection took place without prior notification to the school. It was conducted by an independent professional inspector who was accompanied by a Steiner Community Consultant. As requested by the DfE in their commission, the inspectors focused on compliance with the regulations which were failed at the last inspection and addressed subsequently in the school's action plan.

Information about the school

The St Michael Steiner School is an independent co-educational school for pupils aged three to eighteen. It follows the international Steiner Waldorf curriculum and aims to provide a modern, urban school that addresses the needs of children who are growing up in London, but who are citizens of the world in the 21st century, able to respond to the challenges of modern life. It has occupied its present site on the edge of Hanworth Park in Hounslow since 2012. There are 118 pupils on roll including 34 in the Early Years department. Twelve of these children attend part time. There are fifteen pupils who have English as an additional language (EAL) and four pupils with a statement of special educational needs or disabilities (SEND).

SECTION B:

Evidence of progress in relation to the action plan and compliance with the independent school standards

Ensure that relevant health and safety statutory requirements are complied with by effectively implementing the written health and safety policy (paragraph 11).

This standard is met. At the last inspection there were concerns that the school's health and safety policy, although in place, was not being properly implemented, as several safety hazards were identified by inspectors, indicating that there a clear monitoring system was required. This is now much improved and the school's arrangements now meet the standard.

The school has both a member of staff who is the designated health and safety officer and one of the trustees with direct responsibility for oversight of health and safety matters. The caretaker now checks the safety of the school premises, grounds and buildings on a daily basis and has a clear system for recording that these checks have been undertaken and noting any hazards identified. He ensures that prompt action is taken to rectify such hazards and records when the work has been completed. The line management arrangements now in place enable the health and safety officer to check that routine maintenance is being completed promptly and that the premises are safe for pupils to work and play. The designated trustee has substantial knowledge of health and safety matters and has oversight of this work.

The impact of these new management arrangements is good. Thus, the checks on all electrical equipment have now been completed and a clear record is kept of them. Action has been taken on all matters of maintenance raised by inspectors at the last inspection and attention to pupils' health and safety is now much improved. Nonetheless, inspectors drew the school's attention to the need for restrictors to be fitted to all windows which open fully above the ground floor, and to the need for continued vigilance among staff that rooms such as the science laboratory are kept locked when not in use.

Ensure that appropriate risks are identified in risk assessments and that appropriate action is taken to reduce risks that are identified (paragraph 16(b)).

This standard is met. At the last inspection concerns were raised about the school's lack of effective monitoring of risk assessments and their implementation. This is now much improved. Written risk assessments are now available for all in-school and off-site activities which could pose a risk to pupils' health and safety. The assessments are thorough and reveal that the school has considered the full range of possible risks to pupils' health and safety and has managed them effectively. The off-site visits are well prepared and checked by group leaders in advance.

The clear line management structure for health and safety outlined above ensures that potential risk around the school and grounds are considered carefully and acted upon to reduce unnecessary risk to pupils. This is demonstrated by the school's

recent commissioning of a tree surgeon to remove dead wood from the trees in the area where children play. Offcuts of wood used by children for making dens and camps is routinely checked for nails and splinters. The caretaker is in regular contact with the health and safety officer and reports to College on a monthly basis. A new accident book has been introduced which records systematically all accidents which occur. It is dated and provides evidence that appropriate action, such as first aid treatment, is taken. Parents receive a copy of any accident report concerning their child. The accident book is linked to an 'accident action' record which ensures that those with responsibility for health and safety in the school scrutiny this record regularly and check that any required maintenance or repair is undertaken promptly.

Ensure that the Chair makes the following checks on trustees where relevant to the individual:

- **an enhanced criminal record check (paragraph 20 (6)(b)(i));**
- **checks confirming the individual's identity and right to work in the United Kingdom, (paragraph 20(6)(b)(ii)); and**
- **that these checks on the trustees are carried out before or as soon as practical after the trustees resume their roles, (paragraph 20(8)(b)).**

Ensure that the single central record shows when the above checks were made, the date they were made, and the date on which the resulting certificate was obtained, (paragraph 21(6));

These standards are met. The previous inspection noted that the required checks had not been conducted on all of the trustees prior to their appointment to the council and that the school's single central record (SCR) had a number of gaps. The required checks on all trustees were made promptly after the inspection and are properly recorded on the SCR, which is now a detailed and comprehensive document. Evidence in confidential staff files supports the entries made on the SCR. The school has therefore taken seriously its duty to check and vet all persons who have contact with the pupils.

Ensure that leaders and managers demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently (paragraph 34 (1)(a)); and

Ensure that leaders and managers fulfil their responsibilities effectively so that the independent school standards are met consistently (paragraph 34 (1)(b)).

These standards are met. The school now has five trustees, all of whom have been appropriately checked and vetted. They have all received recent training on the independent schools standards (ISS) and are now clear what these standards entail. They also understand their responsibilities as trustees and have received internal training from College members on governance and the requirements of the Charity Commission. The trustees have designated areas of the school's work for which they have oversight, and are linked with key members of staff who have expertise in these areas and from whom they have received training and induction. These

arrangements have added considerably to trustees' knowledge and confidence in their role. Furthermore, they are now working with the College on aspects of self-evaluation, for example in overseeing the completion of the School Self-evaluation Tool (SET) required by this inspectorate. The trustees report that this has helped them to become more closely involved with the school and to have an input into policy and practice, for example in signing off equipment testing to ensure ongoing compliance with the health and safety standards. The trustees liaise with key staff and have access to the minutes of College and Early Years meetings. The improvements made to governance means that trustees now collectively have good awareness of the school's work and meaningful oversight of it, so that they are able to hold staff accountable for their work. The school and trustees are now working as a team. Improved arrangements and new systems give school leaders the power and ability to ensure that the ISS are consistently met.

Compliance with the requirements of the Education (Independent School Standards) Regulations 2014¹

The school now meets The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements.

¹ www.legislation.gov.uk/uksi/2014/3283/contents/made.

SCHOOL DETAILS

Name of school:	St Michael Steiner School			
Address of school:	Park Road Hanworth Park TW13 6PN			
Telephone number:	0208 893 1299			
Email address:	info@stmichaelsteiner.hounslow.sch.uk			
Web address	www.stmichaelsteiner.hounslow.sch.uk			
DfE Number	313/6002			
Proprietor:	St Michael Steiner School Ltd			
Chair of Trustees:	Brian Hipkin			
Chair of College of Teachers	Amanda Bell			
Type of school	Independent school			
Age range of pupils	3 - 18			
Gender of pupils	Boys and girls			
Total number on roll	full-time	98	part-time	20
Number of children under-5	Boys:	5	Girls:	6
Number of compulsory school age pupils	Boys:	53	Girls:	55
Number of pupils with an EHCP or statement of special educational need	Boys:	1	Girls:	3
Number of pupils with EAL	Boys:	7	Girls:	8
Type of inspection	Progress monitoring inspection			

This report has been prepared by the School Inspection Service, which provides independent professional inspection of all schools affiliated to the Focus Learning Trust, and members of the Steiner Waldorf Schools Fellowship or Cognita group. The report is available from the School Inspection Service website: www.schoolinspectionsservice.co.uk.