



ISI Independent
Schools
Inspectorate

Material Change Inspection Report

Fairley House School

June 2023

School's details

School	Fairley House School			
DfE number	213/6327			
Registered charity number	281680			
Address	Fairley House School 30 Causton Street London SW1P 4AU			
Telephone number	020 79765456			
Email address	enquiries@fairleyhouse.org.uk			
Headmaster	Mr Michael Taylor			
Chair of governors	Mrs Tina Tietjen			
Proprietor	Fairley House School			
Age range	5 to 16			
Number of pupils on roll	219			
	Juniors	77	Seniors	142
Date of inspection	30 June 2023			

1. Introduction

Characteristics of the school

- 1.1 Fairley House School is an independent, co-educational day school for pupils who require support with specific learning difficulties (SpLD). It is a charitable trust operating under the direction of a board of governors. The school opened in 1982 and is located on two sites in central London, about a mile apart from each other. The senior school, for pupils in Years 7 to 11, is situated in Westminster; and the junior school, for those in Years 2 to 6, is situated in Lambeth. Pupils can join the school at any point in time and typically stay for between two and five years before returning to mainstream education. The school has identified 219 pupils as having special educational needs and/or disabilities (SEND). There are 132 pupils who have an education, health and care (EHC) plan. English is an additional language (EAL) for 26 pupils. The school's previous inspection was a focused compliance and educational quality inspection, which took place in November 2021.

Purpose of the inspection

- 1.2 This was an announced material change inspection at the request of the Department for Education (DfE) to assess the school's proposal to increase pupil capacity from 220 to 250. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs).

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	Met
Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18 to 21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23 to 29 (premises of and accommodation at schools)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (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 Scrutiny of records, observation and discussions with pupils and staff indicate that appropriate safeguards are implemented effectively. Those responsible for safeguarding hold senior positions within the school. They are suitably knowledgeable and appropriately trained, including for multi-agency working. Safeguarding, pastoral and healthcare staff share key information regularly and effectively. They take into account each individual pupil's physical and psychological needs and wishes, including the particular needs of those with SEND. This information is used to agree appropriate action including the drawing-up and implementation of individual support plans. There is effective liaison with external agencies including referral to child and adolescent health services (CAMHS) and the local authority designated officer (LADO) for safeguarding. Training for other staff and for governors is conducted regularly as required. It is effective and includes informal updates.
- 2.5 Staff are knowledgeable about changes in recent legislation, including the management of children's mental wellbeing, contextual safeguarding, child-on-child abuse, sexual harassment and sexual violence. In particular, the vulnerability of pupils with SEND to such dangers. They understand the principles underpinning the staff code of conduct and the procedures for making a referral, including the importance of low-level reporting. They are confident about using whistleblowing procedures. Interviews with staff confirmed that training is thorough and safeguarding effectively managed. Senior leaders take appropriate action if any perceived breach of the staff code of conduct occurs or an allegation is received with regard to an adult who works with children. They understand their responsibility to make referral to relevant statutory bodies once investigations by external agencies are completed. They fulfil this effectively.
- 2.6 The governor responsible for safeguarding meets regularly with the designated safeguarding lead (DSL) and deputy. This maintains effective oversight of safeguarding policies and their implementation in the school. Reports are given regularly to the governing board by the safeguarding governor and the DSL. These highlight appropriate details of any safeguarding incidents which occur, including during trips and outside of school. This ensures that governors have an appropriate level of understanding, scrutiny and oversight. In addition to continuous monitoring, a suitable annual review of safeguarding is undertaken.
- 2.7 Pupils stated confidently that they know how to stay safe, including online. They confirmed that they can talk to staff if they are worried or concerned. Any concerns raised are monitored and acted upon by the DSL. Records confirm that when pupils raise a concern, they receive a timely response and action is taken where needed.
- 2.8 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.9 The school meets the standard.
- 2.10 The school has an appropriate policy for health and safety, which is reviewed and updated regularly. It is implemented consistently and effectively. Senior leaders and governors monitor all aspects of health and safety regularly. Those responsible for day-to-day operations provide detailed reports, including through completion of required maintenance logs and records of work carried out by internal maintenance staff and contractors. The roles and responsibilities of staff and governors for health and safety are stated clearly and there is appropriate delegation of duties and training. Maintenance staff know both the school sites well and are aware of potential risks and hazards. The school has a comprehensive asbestos management plan and appropriate measures are taken to ensure safe control and storage of hazardous substances (COSHH). Logs are used effectively by maintenance staff in order to prioritise work schedules and respond to emergencies without delay.
- 2.11 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]

- 2.12 The school meets the standard.
- 2.13 The school has a suitable fire risk policy that is reviewed and updated annually. The school's fire risk assessment is undertaken by a suitably qualified person. It is reviewed regularly, and any recommendations are implemented without delay. Appropriate fire procedures are in place. Competent persons have been appointed to assist in taking preventative and protective measures, including ensuring that all parts of the buildings are evacuated if there is a fire. Regular and suitable training is in place for staff and for those with responsibilities, including fire marshals.
- 2.14 Staff, pupils and visitors are provided with appropriate fire safety information including how to evacuate buildings and where the fire assembly points are located. Regular fire drills are conducted at varied times of the day. The results of these are recorded accurately, including the time it takes for evacuation, any concerns identified, and any improvements that need to be made. Suitable emergency exits, escape routes and signage are in place. Effective monitoring systems ensure that these are maintained consistently to the required standards. Fire equipment including extinguishers and alarms are checked regularly by external contractors. Records of all fire safety checks are maintained appropriately and monitored by governors.
- 2.15 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]

- 2.16 The school meets the standard.
- 2.17 The school has a suitable policy for supervising pupils that is implemented effectively on both sites. Staff receive suitable guidance during induction and ongoing revision is provided in the staff code of conduct and in regular updates. Staff have clear job descriptions detailing their duties with regard to supervision. Comprehensive duty rotas cover all areas of both school sites, times of day and different times of the year. They take into account the age, number and needs of pupils, and the locations and activities involved. Monitoring by senior staff ensures that supervision is effective, and that cover is put in place without delay if it is required.

- 2.18 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16]

- 2.19 The school meets the standard.
- 2.20 There is a suitable policy and procedures with regard to risk assessment. Risk assessments are recorded electronically and monitored effectively by the health and safety committee. There are clear lines of responsibility for assessing risk. Subject leaders oversee risk assessments in their departments effectively. Senior leaders monitor those for off-site trips. Individual care plans include the effective assessment of risk for vulnerable pupils. Risk assessments are reviewed regularly, and appropriate action taken where required to reduce risk. The school has completed an effective risk assessment to identify how the proposed increase in numbers would affect school facilities. It has put suitable procedures in place as a result which include increasing capacity in existing buildings. Plans also outline the effective management of existing communal spaces to cater suitably for the proposed increase in numbers.
- 2.21 The planning and procedures for off-site visits is detailed and clear with appropriate checks and approval in place. Parents are suitably informed of arrangements for school trips including behaviour expectations, safeguarding procedures, activities and travel details. Risk assessments are amended if changes occur. Any changes to arrangements are communicated to parents without delay.
- 2.22 Staff confirmed that they had received training regarding the completion of risk assessments, including those for off-site visits and residentials. They are confident in completing them.

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

- 2.23 The school meets the standards.
- 2.24 A suitable recruitment policy covers the required recruitment checks and procedures. This is implemented effectively. All staff, governors and persons who engage with children are checked and recorded appropriately on the single central register of appointments (SCR). Those responsible for carrying out the required recruitment checks and the maintenance of staff records ensure that checks and evidence are in place prior to commencing work in the school. Appropriate procedures are in place for managing contractors including ensuring that they are accompanied at all times if not checked by the school.
- 2.25 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Premises and accommodation – [ISSR Part 5, paragraphs 23–30]

- 2.26 The school meets the standards.
- 2.27 Suitable policies and procedures ensure that the school premises and accommodation and facilities are maintained to a standard where the health, safety and welfare of pupils is ensured as far as possible. There are sufficient designated toilet and changing facilities throughout the school currently. These are sufficient to accommodate the proposed increase in pupil numbers. Suitable disabled facilities are available for staff and visitors.
- 2.28 Suitable accommodation is provided for the medical examination and treatment of pupils and for the short-term care of sick or injured pupils on both sites. The accommodation includes toilets and bathroom facilities and is adequately staffed. Both school sites are suitably secure. All visitors are

required to sign into the main office and are accompanied at all times. Acoustics, lighting, and water supply are appropriate throughout the school. There is sufficient space for outdoor play and the school also uses local facilities for sports.

- 2.29 The current arrangements are likely to meet the needs of the proposed increase in the number of pupils.

Provision of information [ISSR Part 6, paragraph 32(1)(c)]

- 2.30 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]

- 2.31 The school meets the standard.
- 2.32 Senior leaders and governors, including those with specific responsibilities for safeguarding, demonstrate good skills and knowledge and fulfil their responsibilities effectively, so that all the other standards are consistently met, and they actively promote the wellbeing of the pupils. Measures planned or implemented for the proposed increase in pupil numbers are likely to ensure pupils' continued wellbeing.

3. Recommendation with regard to material change inspection

Recommendation

3.1 It is recommended that the request to increase capacity from 220 to 250 be granted.

4. Summary of evidence

- 4.1 The inspector held discussions with the head, senior leaders and other members of staff and met with the chair of governors. He visited different areas of the school, observed lessons and talked with groups of pupils. He scrutinised a range of documentation, records and policies.

Inspectors

Mr Desmond Dunne

Reporting inspector