

**REGULATORY COMPLIANCE INSPECTION**

**HERITAGE SCHOOL**

**MAY 2017**



## SCHOOL'S DETAILS

<b>School</b>	Heritage School			
<b>DfE Number</b>	873/6045			
<b>Registered charity number</b>	1039099			
<b>Address</b>	Heritage School 17–19 Brookside Cambridge CB2 1JE			
<b>Telephone number</b>	01223 350615			
<b>Email address</b>	office@heritageschool.org.uk			
<b>Headteacher</b>	Mr Jason Fletcher			
<b>Proprietor</b>	Mr Ranald Macaulay			
<b>Age range</b>	4 to 16			
<b>Number of pupils on roll</b>	185			
	<b>Boys</b>	104	<b>Girls</b>	81
	<b>Infants</b>	42	<b>Juniors</b>	66
	<b>Seniors</b>	77		
<b>Pupils' ability</b>	The school's own assessment indicates that the ability of pupils on entry is broadly above average.			
<b>Pupils' needs</b>	The number of pupils requiring support for special educational needs and/or disabilities (SEND) is thirty. They require support with dyslexia and dyspraxia. Two have a statement of special educational needs or an education, health and care (EHC) plan. No pupils have English as an additional language (EAL).			
<b>History of the school</b>	Heritage School opened in September 2007. It is an independent co-educational school with a Christian foundation, located in the centre of Cambridge. The school initially opened for pupils aged 4 to 7 and increased in size each year to provide education for pupils from Reception to Year 11 from 2015/16 onward.			
<b>Ownership and governing structure</b>	The school is a charitable trust whose trustees hold proprietorial responsibility.			

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<b>School structure</b>	The school educates boys and girls aged from 4 to 16 years. It comprises the Infant school for pupils aged 4 to 7, the junior school, for pupils aged 7 to 11, and the senior school for pupils aged 11 to 16.
<b>Other useful information</b>	The school buildings have grown in size to accommodate the development of the senior school on one site. The school does not have boarders.
<b>Inspection dates</b>	4 to 5 May 2017

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## PREFACE

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards (“the standards”) in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. The inspection of schools that have early years settings not requiring registration similarly records whether the school complies with key provisions of the Early Years Foundation Stage statutory framework, and for registered settings the full range of the Early Years Foundation Stage provisions is considered. Additionally, the inspection reports on the school’s accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school’s most recent statutory inspection.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework. The inspection may be of COMPLIANCE ONLY or of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards following their inspection may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any un-met standards and any qualitative concerns identified at their previous inspection.

**This is a COMPLIANCE ONLY inspection and as such reports only on the school’s compliance with the standards.** The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

The inspection does not include matters that are outside of the regulatory framework described above, such as:

- (i) the school’s aims;
- (ii) an exhaustive health and safety audit;
- (iii) compliance with data protection requirements;
- (iv) an in-depth examination of the structural condition of the school, its services or other physical features;
- (v) contractual arrangements with parents;
- (vi) an investigation of the financial viability of the school or its accounting procedures.

Where necessary, National Curriculum nomenclature is used to refer to year groups. Links to the full regulations and requirements can be found here: [The Independent School Standards Regulations](#), [Early Years Foundation Stage Statutory Framework](#).

## SUMMARY EVALUATION

**The school does not meet all of the required standards in the schedule to the Education (Independent School Standards) Regulations 2014, relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements, and should take immediate action to remedy deficiencies as detailed below.**

### PART 1

#### Quality of education provided

In the junior school, the school uses its own framework to determine attainment, instead of the national framework.

In the senior school, the small number of pupils who have taken public examinations so far prevents meaningful comparison with national results; the school additionally uses its own system to determine attainment.

The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is in place.

**The standards relating to the quality of education [paragraphs 1–4] are met.**

### PART 2

#### Spiritual, moral, social and cultural development of pupils

Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens.

**The standard relating to spiritual, moral, social and cultural development [paragraph 5] is met.**

## PART 3

### Welfare, health and safety of pupils

Good behaviour is promoted; bullying is prevented so far as reasonably practicable; health and safety requirements are met, including those relating to fire safety; provision is made for first aid. Pupils are properly supervised; admission and attendance registers are maintained, as required, and there is a strategic approach to risk assessment. A disability access plan is in place.

The school's safeguarding procedures do not pay sufficient regard to the official guidance contained in Keeping Children Safe in Education when carrying out the checks to be completed before staff take up an appointment. In particular the school cannot show that it has always obtained references, has not always made checks against the lists of those prohibited from teaching and those prohibited from management in schools where appropriate, and has not taken sufficient steps to ensure that all staff who supervise children in the early years are not disqualified from working in childcare, including disqualification by association.

**The standards relating to welfare health and safety in paragraph 6 and 8-16, the requirement of Schedule 10 of the Equality Act 2010, and the ban on corporal punishment under section 548 of the Education Act 1996 are met but those in paragraph 7(a) and (b) [safeguarding] are not met.**

#### Action point 1

- **the school must ensure that all required checks on staff are completed before a person begins work, in particular it must: obtain and suitably record references; where appropriate check staff against the lists of those prohibited from teaching and/or from management in schools; and take appropriate steps to ensure that staff who take part in playground supervision of children in the early years, are not disqualified from childcare, whether directly or by association [paragraph 7(a) and (b)]**

## PART 4

### Suitability of staff, supply staff, and proprietors

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

**The standards relating to the suitability of those in contact with pupils at the school [paragraphs 17–21] are met.**

## PART 5

### Premises of and accommodation at schools

Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play.

**The standards relating to the premises and accommodation [paragraphs 22–31] are met.**

## PART 6

### Provision of information

A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for those with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, and its results in public examinations, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website.

**The standard relating to the provision of information [paragraph 32] is met.**

## PART 7

### Manner in which complaints are handled

Parental complaints, if any, are handled effectively through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear time scales, and at the third stage the panel can make findings and recommendations which are communicated to the complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful.

**The standard relating to the handling of complaints [paragraph 33] is met.**

## PART 8

### Quality of leadership in and management of schools

The trustees actively promote the well-being of the pupils.

Trustees have not ensured that the leadership and management demonstrate sufficiently good skills and knowledge in relation to the appointment of staff in a manner such as to ensure all the other standards are met consistently.

**The standard relating to leadership and management of the school in sub-paragraph 34(1)(c) is met but those in sub-paragraphs 34(1)(a) and (b) [knowledge and skills, and fulfilment of responsibilities] are not met.**

#### Action point 2

- **the school must ensure that all people with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role, and fulfil their responsibilities effectively, so all standards are met consistently [paragraph 34(1)(a) and (b)]**

## **ABOUT THE INSPECTION**

The inspectors observed a small sample of lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with teachers, senior members of staff and with the chairman of trustees. They observed a sample of the extra-curricular activities that occurred during the inspection period, and attended registration sessions and assemblies. Inspectors visited the facilities for sick or injured pupils. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the school.

### **Inspectors**

Mr Desmond Dunne

Reporting inspector

Mr Paul Vicars

Compliance team inspector (Headmaster, HMC school)