

10 May 2018

Dear Parents,

Re: Monitoring Inspection 14 March 2018

Further to the ISI compliance inspection report published in January of this year, we had a monitoring inspection on 14 March to see if the school had implemented the action points identified in that report.

You can see the findings from that visit in the attached letter from the Independent Schools Inspectorate.

We had addressed the concerns raised, namely by ensuring that we had a paper copy of two references for all employees on file, we had checked all employees against the Secretary of State's list of those prohibited from teaching or management in schools, and all relevant employees had made a declaration that they are not 'disqualified by association'.

The inspectors identified, however, two other points of system weakness on this visit. First, we allowed six of 12 new employees since the last inspection to commence work prior to having two references received, although the second referee was being chased in every case. Second, in the case of three employees who 'ported' their DBS check from their previous school, we failed to realise that a separate Barred List check was required. (This is automatically included when you conduct a new, as opposed to a 'ported', DBS check.)

We are encouraged by maturation in many facets of the school's life over the past twelve months. Clearly, in this specific area of pre-employment checks, our systems need to strengthen further. Toward this end, Trustees have reviewed what has happened and are in the process of appointing additional members to the Board to strengthen governance generally, and with respect to Child Protection procedures specifically. Also, we are devoting additional senior management level resources to compliance. We have appointed Mrs Fleck for a day per week to join me and Mrs Taylor on our 'compliance team' from September.

If you have any questions about the issues raised by the monitoring inspection, please do not hesitate to speak to me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J. W. Fletcher', written in a cursive style.

J Fletcher
Headmaster