



**ISI**

Independent  
Schools  
Inspectorate

**Progress Monitoring Inspection Report**

**Greenfield School**

**January 2023**

## School's details

<b>School</b>	Greenfield School			
<b>DfE number</b>	936/6401			
<b>Early Years registration number</b>	524280			
<b>Registered charity number</b>	295145			
<b>Address</b>	Greenfield School Old Woking Road Woking Surrey GU22 8HY			
<b>Telephone number</b>	01483 772525			
<b>Email address</b>	schooloffice@greenfield.surrey.sch.uk			
<b>Headmistress</b>	Mrs Tania Botting			
<b>Chair of governors</b>	Mrs Janet Day			
<b>Age range</b>	6 months to 11 years			
<b>Number of pupils on roll</b>	345			
	<b>EYFS</b>	105	<b>Pre-prep</b>	83
	<b>Prep</b>	157		
<b>Date of inspection</b>	11 January 2023			

## 1. Introduction

### Characteristics of the school

- 1.1 Greenfield School is a co-educational day school. It moved to its present, rural setting near Woking in Surrey in 2019. It is a charitable foundation overseen by a board of governors. The school's three sections include a registered Early Years Foundation Stage (EYFS) setting. The school has identified 69 pupils as having special educational needs and/or disabilities (SEND). Three pupils have an education, health and care (EHC) plan. English is an additional language for 47 pupils. The school's previous inspection was a regulatory compliance inspection in March 2019; this was followed by material change inspections in September 2019 and May 2022.

### Purpose of the inspection

- 1.2 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the material change inspection of 26 May 2022. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding); EYFS 3.7 and 3.9	<b>Met</b>
Part 4, paragraphs 18 – 21 (suitability of staff, supply staff and proprietors); EYFS 3.7 and 3.9	<b>Met</b>
Part 6, paragraph 32(i)(c) (provision of information)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Met</b>

## 2. Inspection findings

### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7; EYFS 3.7 and 3.9]**

#### **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 The school implements its policy effectively to safeguard the welfare of pupils, including children in the EYFS. Pupils confirmed in discussion that they are able to talk to trusted adults within the school if they feel unsafe or unhappy. They are confident that the school staff will listen to their concerns and respond appropriately. That this occurs is confirmed by records of safeguarding incidents. These are maintained suitably and kept confidential.
- 2.5 Senior leaders ensure that they act in accordance with locally agreed inter-agency procedures. Links with local safeguarding partners are effective. Staff showed strong understanding of their code of conduct. All staff, and governors with oversight over safeguarding policy and implementation, are trained effectively to discharge their responsibilities. Staff receive appropriate training with regard to the potential for child-on-child abuse, in particular the vulnerability of pupils with SEND to such abuse. Staff are made aware of and meet the need of pupils with SEND. They understand the need for awareness of the safeguarding implications for any pupil of any mental health issues. Where staff show any uncertainty about appropriate ways to communicate with pupils with SEND the school instigates suitable training and concludes this effectively. Identification of the needs of pupils with SEND is effective, as are procedures to create EHC plans. In discussion, staff confirmed that they are confident with the school's whistleblowing procedures.
- 2.6 Governors require appropriate recruitment checks to be undertaken. In particular, they now ensure that appropriate references are taken up and verify that staff are not on the barred list or, as relevant, the lists of those prohibited from teaching or management, before appointment. Governors provide effective oversight of safeguarding through comprehensive and effective review of procedures, including those for recruitment.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 – 21; EYFS 3.7 and 3.9]**

- 2.7 The school meets the standards.
- 2.8 School leaders implement appropriate recruitment procedures for all new staff effectively. They now ensure that all required checks are carried out before any employee starts work. The school carries out effective checks of identity, right to work in the UK, medical fitness and qualifications. Checks on all staff, including support staff, are suitably recorded on a single central register of appointments (SCR). In particular, dates of checks of qualifications are recorded on the SCR.

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

- 2.9 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]**

- 2.10 The school meets the standard.
- 2.11 The proprietor ensures that the senior leaders and managers in the school demonstrate good skills and knowledge so that they promote the wellbeing of the pupils, and they ensure that the independent school standards are met. The school has fully implemented the action plan submitted following the previous inspection.

### **3. Regulatory action points**

- 3.1 For the regulations which were the focus of this inspection, the school meets all of the requirements of the Education (Independent School Standards) Regulations 2014 and requirements of the Early Years Statutory Framework, and no further action is required as a result of this inspection.

## 4. Summary of evidence

- 4.1 The inspectors held discussions with the deputy head, senior leaders and other members of staff and met with a governor. They talked with groups of pupils. They scrutinised a range of documentation, records and policies.

### Inspectors

Mr Bill Burn

Reporting inspector

Mr Michael Evans

Assistant reporting inspector