

Le Herisson School

21 March 2017

Lower Ground Floor, Rivercourt Methodist Church, Rivercourt Road, London W6 9JT

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 9, 9(c), 21(1), 21(3), 21(3)(a)(iii), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 32(1) and 32(1)(c)

- The emergency inspection in September 2016 found that the school's suitable safeguarding policy had not been made available online. Though enhanced safeguarding training for designated safeguarding leaders had been booked, leaders had not ensured that this training had been kept up to date. In addition, vetting checks had not been recorded consistently on the school's register of pre-employment checks on staff, and records, including overseas and prohibition from teaching checks, were not recorded. The inspection also found that, although the school's behaviour policy met requirements and misbehaviour was extremely rare, the school did not keep a record of sanctions imposed upon pupils.
- Leaders have successfully carried out a series of appropriate actions to address these failings, as proposed in their action plan.
- The school's safeguarding policy, which has regard to the latest statutory guidance, 'Keeping children safe in education' (September 2016), is now available on the school's website. The inspection confirmed that leaders oversee a strong safeguarding culture in the school. Records of safeguarding concerns and referrals are meticulous, and actions taken to ensure that pupils are helped to be kept safe are fit for purpose.
- Designated safeguarding leaders completed face-to-face enhanced safeguarding training in November 2016. They are undertaking further relevant training this term.
- Pre-employment checks on staff are now recorded clearly on a revised register. This shows that all checks undertaken, including those relating to employees' right to work in the UK, prohibition from teaching or management and overseas checks (as appropriate), are now recorded consistently.
- The school now maintains a record of sanctions imposed on pupils for misbehaviour. Incidents continue to be very rare and are now logged appropriately.
- The independent school standards checked in this part are now met.

Part 5. Premises of and accommodation at schools

Paragraphs 24(1), 24(1)(a) and 24(1)(b)

- In September 2016, the school did not have a medical room.
- Leaders have successfully created and resourced an appropriate medical room facility, as proposed in their action plan. This private area is equipped with a bed, appropriate medical supplies and a water supply. It is located next to the pupils' toilets.
- The independent school standards checked in this part are now met.

Paragraph 25

- In addition to the checking of previously unmet independent school standards, the inspector was also asked to consider some specific areas of health and safety within the premises. Tours of all parts of the premises, including the outside areas, and observations of all pupils and children at lunchtime confirm that the premises are a safe and stimulating learning environment. Arrangements for the health and safety of the premises are effective. As a result, so far as is reasonably practicable, the safety of pupils is ensured.
- The independent school standards checked in this part are now met.

Part 7. Manner in which complaints are handled

Paragraphs 33, 33(c), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii) and 33(k)

- The emergency inspection found that, although the school had a written complaints policy, it was not understood by the school's leaders. It confusingly referred to company directors, proprietors and a panel that did not exist. Timescales for the management of complaints were not clear enough. There was no written record of complaints made, the actions taken and the points of resolution.
- Leaders have successfully rewritten their complaints policy and implemented an appropriate complaints log, as proposed in their action plan.
- The complaints policy, which is also now available on the school's website, meets all the requirements of the independent school standards. Specifically, it provides a clear staged process for a parent wishing to make a complaint, including stage one (informal complaint to the class teacher), stage two (formal complaint to the operations manager), stage three (formal complaint to the proprietor) and stage four (formal complaint to the complaints panel). Timescales for the management of complaints are now clear. The school's leaders can now speak confidently about the management of complaints.
- The school now logs all complaints. The written record identifies the complaint, the response, any action taken by the school and the date and stage of resolution.
- The independent school standards checked in this part are now met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)

- The previous inspection found that, although leaders were passionate about providing a high-quality learning experience for pupils, they did not fully know or understand the

independent school standards. As a result, they had not ensured that these standards were met consistently, or that the well-being of pupils was actively promoted and assured.

- Following this emergency inspection, leaders have successfully carried out a series of appropriate actions to address the identified failings. Consequently, they have ensured that all the previously unmet independent school standards are now met.
- The independent school standards checked in this part are now met.

Compliance with regulatory requirements

The school meets the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets the following independent school standards

- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school and that these arrangements have regard to guidance issued by the Secretary of State (paragraphs 7, 7(a) and 7(b)).
- Ensure that a record is kept of the sanctions imposed upon pupils for serious misbehaviour (paragraphs 9 and 9(c)).
- Ensure that the single central register of vetting checks contains the information about all the checks that are required to check that staff members are suitable to work with children (paragraphs 21(1), 21(3), 21(3)(a)(iii), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b) and 21(4)).
- Ensure that suitable accommodation is provided in order to cater for the medical needs of pupils (paragraphs 24(1), 24(1)(a) and 24(1)(b)).
- Ensure that the particulars of the arrangements for safeguarding are published on the school's website (paragraphs 32(1) and 32(1)(c)).
- Ensure that a complaints procedure is drawn up and effectively implemented and which sets out clear timescales for the management of a complaint; makes provision for a hearing before a panel appointed by or on behalf of the proprietor and consisting of at least three people who were not directly involved in the matter detailed in the complaint; ensures that, where there is a panel hearing, one panel member is independent; allows for a parent to attend and be accompanied at a panel hearing if they wish; provides for the panel to make findings and recommendations and stipulates that a copy of those findings and recommendations is provided to the complainant and, where relevant, the person complained about, and made available for inspection on the school premises; provides for a written record to be kept of all complaints and whether they are resolved following a formal procedure, or proceed to a panel hearing; and action taken by the school as a result; and provides that correspondence, statements and records relating to individual complaints are to be kept confidential except where the Secretary of State or a body conducting an inspection requests access to them (paragraphs 33, 33(c), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii) and 33(k)).
- Ensure that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; that they fulfil their responsibilities effectively so that the independent school standards are met consistently; and that they actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School Details

Unique reference number	100376
DfE registration number	205/6387
Inspection number	10033662

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	French day school
School status	Independent school
Age range of pupils	2 to 6
Gender of pupils	Mixed
Number of pupils on the school roll	70
Number of part-time pupils	0
Proprietor	Maria Frost
Headteacher	Maria Frost
Annual fees (day pupils)	£9,300 to £9,780
Telephone number	020 8563 7664
Website	www.leherissonschooll.co.uk
Email address	administration@leherissonschooll.co.uk
Date of previous standard inspection	23–25 September 2014

Information about this school

- Le Herisson School is a French nursery and infant day school. It caters for up to 76 boys and girls between two and six years of age.
- All children and pupils attend full-time and all speak French as their first language.
- The school is located on the lower ground floor of a church in the London Borough of Hammersmith and Fulham.
- The school follows the French national curriculum and operates under the auspices of L'Agence pour l'Enseignement français à l'Étranger (AEFE) through the French Embassy in London.
- The school's last full inspection in September 2014 judged it to be good.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The school's last inspection was an emergency inspection in September 2016. It identified standards that were not met in relation to safeguarding, behaviour, pre-employment checks on staff and the premises. The school drew up an action plan for improvement in response to the report. The Department for Education (DfE) wrote to the school in February 2017 to confirm that the action plan had not been approved.
- This is the school's first progress monitoring inspection and was conducted without notice.
- The inspector was asked to focus on particular requirements contained within parts 3, 4, 5, 6, 7 and 8 of the independent school standards. In addition, he was asked to consider a complaint received by the DfE as part of the inspection.
- The inspector met with the proprietor, operations manager and deputy manager. He toured the premises, observed pupils at lunchtime and reviewed relevant documentation in relation to safeguarding, health and safety, complaints and pre-employment checks on staff. He also spoke with the local authority's educational safeguarding leader.
- The inspector considered the 43 responses to Ofsted's online survey (Parent View).

Inspection team

James Waite, lead inspector

Ofsted Inspector

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