

## **ACS EGHAM INTERNATIONAL SCHOOL**

Woodlee, London Road, Egham , Surrey, TW20 0HS

**26 MARCH 2018**

### **CHARACTERISTICS OF THE SCHOOL**

ACS Egham International School is a co-educational day school for pupils aged between three and eighteen years. Founded in 1995, it is located in Egham in Surrey. It is one of four schools owned and governed by ACS International Schools, a limited company which is currently re-establishing itself as a charitable trust. It seeks to educate multinational pupils, primarily in accordance with North American educational principles and practice. As a result, it is culturally and ethnically diverse, with over 60 nationalities represented. Its curriculum is based upon the International Baccalaureate programmes of study.

At the time of the visit, there were 580 pupils on roll, 254 girls and 326 boys. There are 198 pupils in the Lower School (ages 4 to 11); 164 in the Middle School (ages 11 to 14) and 218 in the High School (ages 14 to 18). The school has 112 pupils with special educational needs and/or disabilities (SEND), none of whom has an education, health and care (EHC) plan or statement of educational needs. There are 253 pupils for whom English is an additional language (EAL).

### **PURPOSE OF THE VISIT**

This was an announced visit at the request of the Department for Education to check that the school has fully implemented the action plan submitted following the ISI regulatory compliance inspection in October 2017. The focus of the visit was on safeguarding, the recruitment of staff and the quality of leadership and management.

### **INSPECTION FINDINGS**

#### **Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b)]; Provision of information to parents [ISSR Part 6, paragraph 32 (1) (c)]**

The school meets the regulation.

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.

The school has a suitable policy for safeguarding, which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. It outlines the school's commitment to safeguarding and provides appropriate support for pupils' needs. It has due regard to *Keeping Children Safe in Education (September 2016) (KCSIE)* and shows that the school will follow safeguarding procedures in line with locally agreed inter-agency procedures. It sets out types of abuse and neglect in line with definitions in KCSIE. It is supported by a suitable staff code of conduct and whistleblowing policy, which are understood by staff.

The policy is implemented effectively. The school makes suitable provision for listening to pupils and teaching them how to keep themselves safe, including online. All staff, including those joining since the previous inspection, have received suitable training, including higher-level training for the designated safeguarding lead (DSL) and her

deputies. Safeguarding referrals are handled appropriately, and the school maintains secure confidential records. In interviews, staff showed an appropriate awareness of their safeguarding responsibilities and the school's safeguarding arrangements and know how to report any concerns.

The school follows suitable safe recruitment procedures for new staff. In case of new staff with a delayed criminal record check, the school carries out a barred list check, and suitable safeguards are in place. At least two references are obtained, and their employment history is scrutinised. All staff working with the younger children make a declaration regarding their suitability to work with children.

**Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraph 18]**

The school meets the regulation.

The school has an appropriate recruitment policy which has due regard to the procedures outlined in KCSIE for checks which need to be undertaken on staff and volunteers before they take up their role. Staff responsible for carrying out these checks ensure these are carried out in a timely manner and recorded on the school's single central register of appointments (SCR).

All staff undertake an enhanced criminal record check, and additional checks are made against the barred list, if required. The school checks a person's identity; qualifications; right to work in the UK and their medical fitness. For those who have lived or worked overseas, the school carries out any additional checks required. All those involved in teaching activities are checked against the list of those who are prohibited from teaching. Those appointed to management roles are checked against the list of those prohibited from management.

Following the previous inspection, the school has reviewed its recruitment processes. All appointments since the previous inspection were appropriately recorded and dated on the SCR at the time of the visit, and this was supported by a scrutiny of their personnel files.

**The quality of leadership in and management of schools [ISSR Part 8, paragraph 34 (a) and (b)]**

The school meets the regulation.

The leadership and management demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards are consistently met.

The school has implemented its action plan effectively, addressing the action points from the previous inspection in a positive and robust manner. The proprietors have taken steps to ensure such issues do not arise in the future and staff have undertaken suitable training to help them carry out their roles.

**REGULATORY ACTION POINTS**

The school meets all of the relevant requirements of the Education (Independent School Standards) Regulations 2014, and no further action is required as a result of this visit.