

## ACS HILLINGDON INTERNATIONAL SCHOOL

108 Vine Lane, Hillingdon, Uxbridge, Middlesex, UB10 0BE

**28 MARCH 2018**

### CHARACTERISTICS OF THE SCHOOL

ACS Hillingdon International School is a co-educational day school for pupils aged between 4 and 18 years. The school is part of a group of four schools, all owned by ACS International Schools and governed by a board of directors. There are currently 589 pupils on roll. The school has an Early Years Foundation Stage (EYFS) section with 8 children. There are 111 pupils with special educational needs and/or disabilities and none have a statement of special educational needs or an education, health and care plan. There are 72 pupils who require support for English as an additional language.

### PURPOSE OF THE VISIT

This was an unannounced visit carried out at the request of the DfE to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection in October 2017. The focus of the visit was to examine the safeguarding policy and ensure it conforms to the most recent statutory guidance, and that the safeguarding arrangements are fully implemented with particular regard to safe recruitment. The visit examined the single central register and recruitment procedures to ensure that all required checks are completed before an individual takes up appointment.

### 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 regulations.

The school's policy for safeguarding shows regard for the welfare of pupils and the most recent statutory guidance *Keeping Children Safe in Education 2016 (KCSIE)*. The policy includes details of *Prevent Duty Guidance: for England and Wales (July 2015)* and is supported by suitable policies covering the staff code of conduct, whistleblowing and e-safety. The school has a suitable staff recruitment policy and has regard to *KCSIE* by checking references, the barred list and medical fitness before an appointment is made. The safeguarding policy is reviewed annually by the directors of the ACS International Schools group.

Appropriate procedures are in place to support pupils in need and for listening to pupils. The policy complies with the child protection arrangements for the Early Years Foundation Stage (EYFS) and provides advice on the use of cameras and mobile phones. Senior staff understand the need to report any allegations against staff to the Disqualification and Barring Service (DBS) and/or the Teaching Regulation Agency (TRA). Safeguarding documents show that the measures that have been taken regarding pupils' concerns are appropriate and are kept secure.

The designated safeguarding lead (DSL) and deputy DSLs have undergone appropriate up-to-date training with the local authority, Hillingdon, including the Prevent (prevention of extremism) strategy, and have a knowledgeable understanding of their roles and responsibilities. Staff training, conducted either by the DSL or the

local authority is up to date, and appropriate induction training has been provided for newly appointed staff. Records of training are carefully maintained, and staff are required to sign to say that they have read and understood *KCSIE* Part 1. Members of staff have a good knowledge of their responsibilities and are aware of the lines of referral. Staff who were interviewed could recall details of the training undertaken.

**Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraph 18 (3)]**

The school meets the regulations.

The school makes appropriate checks on the suitability of staff, supply staff, and proprietors before an individual takes up an appointment. The school ensures that checks on identity, qualifications, prohibition from teaching, medical fitness, references and barred lists have been made before an individual works with pupils in the school. All checks are recorded accurately on a single central register.

**REGULATORY ACTION POINTS**

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014.