

Note of visit report

Academy: Ormiston Chadwick Academy

Consultant: Jason Howard

Date of visit: 6 May 2016

Time (from/to): 8.00.2.00pm

Purpose of visit:

To quality assure the academy's own recently-completed safeguarding self-review, carried out according to the OAT safeguarding audit template.

This involved interviews with a number of senior and other leaders, including the Principal and others with responsibility for safeguarding and attendance, a number of teachers and non-teaching colleagues, and students in KS3 and KS4. I scrutinized a wide variety of academy documentation including policies, safeguarding records, the SCR, staff personnel records.

Safeguarding:

Leaders' self-evaluation of safeguarding policies, procedures and their impact is accurate. At the time of this visit it was evident that children are safe and feel safe, because of the academy's highly effective – and in some respects innovative – provision. The Principal accords safeguarding the highest priority, and all staff spoken with both recognize this and follow her very clear lead.

Required policies are in place, compliant and accessible to parents via the academy's website. Information around e-safety for parents is particularly prominent and comprehensive. It is clear that senior leaders are familiar with them and ensure the academy's compliance with them. All staff have received the most recent KCSIE guidance, along with copies of other safeguarding policies and procedures; all have returned a signed form to acknowledge their understanding of these. Colleagues also complete online tests and the results of these indicate the high impact of the regular and exceptionally thorough training that they receive. All staff spoken with could discuss confidently potential signifiers of concern – including those relating to radicalization and extremism - and what they would do in response to any of them. In addition, staff demonstrated a clear understanding of some of the wider issues around safeguarding, such as the role of the LADO, and of the whistleblowing policy. Clear and simple instructions in every classroom are a visual reminder to staff and students as to what they should do in the event of a concern.

Leaders with responsibility for safeguarding are highly expert and effective; they are appropriately trained and have sufficient time to allocate to the role. They liaise closely with the LA, and other relevant agencies, and support social workers in their decisions about individual pupils. Record keeping is meticulous and this means that all concerned understand the progress of particular cases and what needs to happen next; leaders are proactive in the event of any delays or difficulties encountered when liaising with external agencies. As a result, these are generally surmounted quickly. Leaders track patterns of student absence carefully and analyse trends well. Any cases of unexpected absence are followed up very quickly. Procedures for dealing with cases of long term absence are robust and rigorous. Because of this, attendance is high and any concerning patterns of absence are picked up without delay.

All permanent staff have had the necessary DBS checks carried out. The same is true for governors, volunteers, contractors and others. The SCR is fully compliant. It also contains detailed records that make clear when each member of staff has received different aspects of safeguarding training. Personnel files sampled contained all relevant and necessary paperwork including references. The colleagues who carry out the appropriate checks and maintain these records do so with evident pride and a clear understanding of the critical importance of this work. A sufficient number of governors and

senior leaders are safer-recruitment trained and all interviews are conducted by at least two people. The designated teacher to promote the educational attainment of LAC has received appropriate training in the past two years.

All key aspects of safeguarding are addressed via the curriculum, including e-safety (which students could talk knowledgeably about), healthy lifestyles, sex and relationships education, British values – an area of particular strength - whistleblowing and bullying. Student surveys indicate that these sessions – together with assemblies, form period time and contributions from visiting speakers – enable them to understand and minimize various aspects of risk. Students also feel that they can take any personal concerns to members of staff, including trained counsellors. Students spoken with indicated that they felt safe in all areas of the academy site. They were positive about standards of behavior, and felt that bullying was of minor concern and that incidents of racism and homophobic behavior were almost unknown.

There have been no allegations against members of staff since the time of the previous inspection. The DSL could explain the procedures that would be followed in the event of such an accusation being made in the future. Policies make clear how staff may and may not communicate electronically with students; teachers understand what is not acceptable in this regard and why not. ICT systems are safe and secure; filters are appropriate and there is a means by which inappropriate searches that might indicate a student is at risk of radicalization can be identified and attributed to the user making them. The academy's mobile phone policy makes clear that phones that are seen will be confiscated; this limits the opportunity that students have to make inappropriate use of the internet during the school day via use of their own electronic devices. All students have signed to indicate their understanding of, and agreement with, the academy's acceptable use policy.

All staff are required to register pupils at the start of each lesson; this is in addition to registration during tutor period. Clear procedures are in place to deal with lateness. The academy site is secure; the perimeter is fenced and reception staff make very careful checks upon all those who visit the academy. Students confirmed that it is not possible for them to leave the site without this being known and authorized. Leaders are exceptionally thorough in ensuring that visitors to the academy are legitimate, and that all sensible background checks take place.

No significant issues in need of urgent action were identified.