



## **SCHOOL INSPECTION SERVICE**

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# Progress monitoring report

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School name	Ringwood Waldorf School
DfE registration number	835/6022
Inspection dates	10-11 October 2018
Reporting inspector	Jane Cooper
Supporting inspector	Peter Jones

## **SECTION A: Information**

### **Information about the inspection**

This inspection was conducted by the School Inspection Service (SIS) at the request of the Department for Education (DfE). It was carried out by SIS in accordance with Section 109(1) and (2) of the Education and Skills Act 2008, and it follows the inspection framework agreed with the DfE.

A full standard inspection was conducted at Ringwood Waldorf School on 23-25 January 2018. At that time the following standards were not met: 7 (a & b); 9 (b and c); 11; 12; 16(a and b); 18 (2) (c) (ii); 18 (2) (e); 18(3); 20(6)(b)(iii); 20(8)(b); 21(a) (3)(viii); 21(6); 23(1)(c); 25; 27(b); 34 (a, b and c).

Following the inspection report, the DfE served a Notice on the school on 21 February 2018 seeking a plan of proposed action to secure improvement. The school submitted an action plan which SIS evaluated on 5 April 2018, finding that it required improvement because, although there was clear evidence of good improvements already made in the areas of health and safety, the school had not provided sufficient evidence of what it had done to introduce arrangements for e-safety training for younger pupils including ensuring that they know how to keep themselves safe online. Management arrangements, accountability and ensuring on-going compliance therefore also required improvement. The DfE requested SIS to conduct an inspection to monitor the progress of the school in implementing its action plan and in meeting the independent school standards.

This inspection took place without prior notification to the school. It was conducted by two independent professional inspectors who looked at aspects of the school's provision as requested by the DfE and covered by the school's action plan.

### **Information about the school**

Ringwood Waldorf School is an independent school for 204 boys and girls aged three to eighteen years. Thirteen pupils are below compulsory school age in the three kindergarten classes and there are eight students above compulsory school age in the sixth form. The school has identified 23 pupils as having special educational needs (SEN) and/or disabilities, but none has a formal assessment of SEND or an education health and care plan (EHCP). There are ten pupils who speak English as an additional language (EAL). The school is owned by the Trustees of the Ringwood Waldorf School. It aims to provide a Steiner/Waldorf education, promoting the fundamental principle of protecting the right to childhood and creative abilities for life. The school is managed by the Board of Trustees and the school management team which includes both senior administrators and teachers.

## **SECTION B: Progress in relation to the school's action plan and compliance with the independent school standards**

### **Standard 7 (a & b)**

**This standard is met.** The previous failure to meet this standard related to inadequate guidance for younger pupils for online safety and the safe use of technology as required by the government guidance. The school's safeguarding arrangements are now good and meet the standard. Advice and guidance on online safety have been brought together in a coherent e-safety curriculum charting the provision for pupils in all classes throughout the school including the kindergarten. The e-safety curriculum is generally delivered for the youngest children through the medium of allegorical story-telling which prompts discussion. For older pupils more direct guidance is given, for example on security of personal information, misuse of mobile technology, the internet and social media, alongside the specific dangers of cyber-bullying and sexting. The e-safety programme is augmented by talks from community police officers. Information sessions are provided for parents and e-safety training has been given to staff. This package of measures has improved the school's provision and aided pupils' understanding of how to keep themselves safe online. They confirm that they feel well-informed and safe in school.

Other aspects of safeguarding continue to be strong. There is a comprehensive child protection policy which has been updated appropriately to take account of the latest government guidance in *Keeping Children Safe in Education 2018 and Working Together to Safeguard Children 2018* and is published on the school's website as required. The policy is well understood by staff who have all received training in safeguarding which included updates on the recent changes. The child protection policy is supported well by additional interlinked policies which cover specific safeguarding matters such as the use of digital media; anti-radicalisation and extremism; e-safety and site security. The behaviour policy is published on the website and forms part of the safeguarding documents. There is a clear staff code of conduct. A new policy covering peer on peer abuse has been introduced reflecting the revised and more stringent advice in *Keeping Children Safe in Education 2018*. The school has gathered two emergency contact numbers for each pupil. The knowledgeable and effective designated safeguarding lead is a senior member of staff who ensures that policies are implemented effectively, staff are kept up to date regularly and that safeguarding matters are raised routinely in teachers' meetings. Posters around the school give information to pupils and provide evidence of the strong safeguarding culture in the school. The DSL has good relationships with the local multi-agency safeguarding hub (MASH) and knows its procedures well. Pupils who need early help are identified quickly and supported appropriately. Records are well-kept and reviewed regularly to ensure that action is taken and appropriate support is given.

### **Standard 9 (b and c)**

**This standard is met.** There is a clear behaviour policy which covers bullying and harassment and sets out the range of sanctions available to staff. At the last inspection, this policy was not fully implemented because incidents of serious

misbehaviour and sanctions were not recorded appropriately or consistently. This has now changed with the introduction of a well-organised behaviour log which provides an accurate record with a clear overview of incidents. The log is regularly reviewed and discussed at teachers' meetings. This enables staff and senior leaders to check on and discuss consistency of approach, to track individual cases and provide additional support as necessary. Pupils continue to behave well and the school functions as an orderly community. The school's strong culture of class discussion and conflict resolution helps pupils to develop respect and tolerance for others and thereby reduce incidents.

### **Standard 11**

**The standard is met.** The previous inspection found that the school's health and safety policy was unwieldy and that some sections were irrelevant to the needs of a school. It was not being implemented effectively. Since this time, the health and safety policy has been reviewed and updated so that it is now relevant to the situation of the school. It is implemented effectively. Senior leaders talk confidently about and demonstrate a good understanding of health and safety requirements. A member of the school management team monitors the work of the caretaker and maintenance team to ensure that repairs are prioritised and carried out within an appropriate timescale to minimise risks to pupils' health and safety. School procedures allow for timely policy review in future.

### **Standard 12**

**The standard is met.** At the previous inspection the school's arrangements did not comply with the Regulatory Reform (Fire Safety) Order 2005. A new Fire Officer has been appointed in school. Acting on the advice of the Dorset and Wilts Fire and Rescue Services, he has undertaken a comprehensive review of all policies, risk assessments and arrangements for fire safety. There are now up to date records of checks on fire equipment such as fire alarms, emergency lighting and extinguishers which have been carried out by a commercial company. A comprehensive Fire Safety and Emergency Plan is in place, dated June 2018, which contains details of the responsibilities of the Fire Officer, fire wardens and other staff. The plan shows procedures for fire drills, fire evacuation, evacuation routes and zones, roll call procedures, recording and evaluation of fire drills, and checking of fire safety equipment. Staff training has taken place. The Fire Officer makes and records weekly checks of fire safety essentials. Drills are held and recorded appropriately. Fire evacuation routes are clearly marked and are clear of obstruction.

### **Standard 16 (a and b)**

**The standard is met.** At the last inspection risk assessments lacked detail and were incomplete. The situation is now much improved. The risk assessment policy has been updated and templates for staff use have been revised to make them more relevant and detailed. The procedures for assessing risk are now methodical and specific to the activities. The risk assessments are detailed, completed properly, and cover all on-site activities and off-site visits. They are reviewed by senior staff in conjunction with the 'maintenance log' which records any issues that arise. The assessments inform health and safety improvements and thereby have a strong impact on pupils' safety.

**Standard 18 (2) (c) (ii)**

**This standard is met.** The last inspection found that the school's appointment process did not include a check on medical fitness. This has been rectified. There is now a pre-employment health declaration form which is completed by prospective staff as part of the school's recruitment procedure. The school has also retrospectively checked all existing staff.

**Standards 18 (2) (e); 18(3); 20 (6); 20(6)(b)(iii) and 20(8)(b)**

**These standards are met.** At the time of the last inspection checks had not been made on some employees who had lived or worked overseas. There is now a clear procedure with desk instructions for administrators to follow which ensure that these checks are routinely completed as part of the recruitment process for all staff, trustees and volunteers. To further ensure themselves of suitability, the trustees have conducted retrospective checks on existing and sometimes longstanding members of staff and trustees for whom police certificates from their country of origin have been obtained.

**Standards 21 (1); 21 (3) (a) (viii); and 21(6)**

**These standards are met.** The school's Single Central Record (SCR) is complete and now contains the details of all the suitability checks which have been undertaken. The information in the SCR was supported by a sample of individual staff files surveyed.

**Standard 23(1)(c)**

**This standard is met.** A new shower block is built and is in the process of being fitted out. While this work is in progress the school has installed a temporary shower block adjacent to the sports field. This is functioning satisfactorily and has suitable facilities for showering and changing. It will remain in place until the permanent work is completed.

**Standard 25**

**This standard is met.** There are no dangerous matters now. The staircase has been repaired; raked seating in the hall has been secured and is not a danger. Generally the condition of the site is pleasant and secure. Building areas are securely fenced off.

**Standard 27(b)**

**This standard is now met.** New external lighting has been installed in previously unlit or darker areas of the school premises. The lights operate on sensors and thus come on automatically when light is required.

**Standard 32(1)(c)**

**This standard is met.** This standard was met at the time of the last inspection and continues to be met. The school's safeguarding policies are published on the website as required. It was suggested that the school re-order the website to make it easier for parents to find them, since they currently appear in a section headed 'office and admissions'.

### **Standard 34 (a, b and c)**

**These standards are met.** The leadership, management and governance of the school have improved significantly since the last inspection. Arrangements are now working effectively to ensure that all independent school standards are met and that the school is proactive in ensuring that they may be consistently met in the future. The trustees have had a significant impact on the strategic direction of the school and in setting its key priorities for sustainable growth and development. The school's plan of action both to meet the independent school standards and for continued improvement is detailed, relevant, and supports these key priorities. The trustees meet monthly. At each meeting they receive reports from senior staff leading on important areas of the school's work. This system ensures that trustees can keep a regular and effective check on developments, can ensure that decisions taken are implemented promptly and securely, and thus that staff and school managers can be held accountable for their work. This system has enabled considerable improvement to be made in a timely manner. All independent school standards are now met. The appointment of a Compliance Officer has ensured that all staff and trustees are aware of current and changing requirements and of the latest government guidance so that the school is well placed to meet them. The roles and responsibilities of school leaders have been redefined and other key appointments are being made to ensure that the administrative functions of the school, including marketing and performance management arrangements, operate effectively and that senior teachers have time and resources to manage and develop the quality of education over time. These developments augur well for the ongoing development of the school.

## **Compliance with the requirements of the Education (Independent School Standards) Regulations 2014<sup>1</sup>**

The school now meets The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements.

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<sup>1</sup> [www.legislation.gov.uk/uksi/2014/3283/contents/made](http://www.legislation.gov.uk/uksi/2014/3283/contents/made).

## SCHOOL DETAILS

Name of school:	Ringwood Waldorf School			
Address of school:	Folly Farm Lane, Ashley, Ringwood, BH24 2NN			
Telephone number:	01425 472664			
Email address:	<a href="mailto:mail@ringwoodwaldorfschool.org.uk">mail@ringwoodwaldorfschool.org.uk</a>			
Web address	<a href="http://www.ringwoodwaldorfschool.org.uk">www.ringwoodwaldorfschool.org.uk</a>			
Proprietor:	Ringwood Waldorf School (Trustees)			
Chair of Trustees/Governors:	Esbjorn Wilmar			
Head Teacher:	College of Teachers (Chair: Geli Patrick)			
DfE Number:	835/6022			
Type of school:	Independent school			
Age range of pupils:	3 - 18			
Gender of pupils:	Male & Female			
Total number on roll:	full-time	186	part-time	18
Number of pupils with Education Health and Care Plans (EHCP):	Boys:	0	Girls:	0
Number of pupils with English as an additional language:	Boys:	5	Girls:	5
Type of inspection:	Progress monitoring inspection under Section 109 of the Education and Skills Act 2008			
Date of inspection:	10-11 October 2018			
Inspectors:	Jane Cooper; Peter Jones			

**This report has been prepared by the School Inspection Service, which provides independent professional inspection of all schools affiliated to the Focus Learning Trust, and members of the Steiner Waldorf Schools Fellowship or Cognita group. The report is available from the School Inspection Service website: [www.schoolinspectionsservice.co.uk](http://www.schoolinspectionsservice.co.uk).**