

# Advice note for a pre-registration inspection of a free school

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School name	Langley Hall Primary Academy
DfE registration number	999/1088
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Reporting inspector	Jackie Cousins

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## **Context of the school**

Langley Hall Primary Academy is located in the centre of Langley, Slough. It wishes to admit up to 364 boys and girls aged four to 11 years. It is a Free School and has no sponsor. It will open in September 2011 with 182 pupils. The school will take pupils from all backgrounds and abilities, including a few with a statement of special educational needs and/or disabilities. About 17% of pupils speak English as an additional language. The academy has taken over a building previously used by the East Berkshire College and is currently restructuring and renovating its accommodation to create a sports hall, an outside play area and various types of classrooms.

It aims to prepare children for life and so it places a high priority on developing pupils' skills in literacy and numeracy as well as art, drama, music, dance and sport. It wants every child to be a good citizen, a confident communicator, discerning and kind hearted. The academy's vision is to deliver an imaginative, creative and inspiring curriculum which motivates children to want to learn while developing transferable skills.

## **Compliance with the regulations**

### **Spiritual, moral, social and cultural development of pupils**

All the regulations are likely to be met, although implementation could not be seen. The academy gives a strong focus to pupils' spiritual, moral, social and cultural development in its planning for religious education and life skills. These programmes of study will successfully promote community cohesion and citizenship. For example, Year 2 planning will enable pupils to learn to take responsibility for their actions. A Christian ethos and pastoral support aims to give pupils high levels of self-esteem and contentment with life. The academy expects good standards of behaviour. Detailed policies establish the academy's aim that pupils will respond in a polite and thoughtful manner to one another. Procedures clearly outline that pupils will fulfil their responsibilities with regard to punctuality and complete tasks to the best of their abilities. The academy believes that good relationships are built on creating a sense of success and plans to celebrate this regularly. A high priority is given to developing pupils' understanding of equality and diversity in a multicultural society.

### **Welfare, health and safety of pupils**

All but one of the regulations are likely to be met. Implementation could not be seen as the school is not yet operating. The academy has rigorous systems and policies for health and safety which are likely to ensure that pupils are safe in school buildings and on educational visits. A thorough fire risk assessment identifies different levels of risk and ways to minimise them. Two fire wardens have been appointed to monitor all fire risks. Admission and attendance registers are ready to be used. Clear policies are in place to manage pupils' behaviour and sanctions are

laid out in detail in policies for staff, parents and carers. Incidents of bullying or racism and how they will be dealt with are carefully explained in academy policies. A three-year plan is in place which meets the requirements of the Equality Act 2010.

The safe recruitment policy and procedures are suitably in place for checking the employment histories and obtaining written references for all members of staff. Enhanced Criminal Records Bureau (CRB) checks on a few staff have been submitted but have yet to be completed. The safeguarding policy contains the necessary information and two senior members of staff have been appropriately trained as designated persons overseeing child protection. However, not all staff have received training in child protection procedures although this is planned during the induction programme at the start of September 2011.

The academy has five qualified first aiders. One member of staff has completed a paediatric first aid training course for children in the Early Years Foundation Stage. The first aid policy and procedures outline thoughtfully how medicines and spillages of blood fluids will be managed.

In summary:

- not all staff have been trained at a basic level in child protection and the required safe recruitment checks have not been completed on all staff (paragraph 7).

### **Suitability of staff, supply staff, and proprietors**

Most, but not all, of the regulations are likely to be met. All the checks on staff's identity, medical fitness, qualifications and right to work in the United Kingdom are in place, as are those checks required on supply staff. A few of the staff appointed during the summer term and newly appointed members of the governing body are still awaiting completion of their CRB checks at the enhanced level. The Chair of the Governing Body has had all her checks undertaken through the Department for Education, as required. There are some gaps in the single central register: for example, the date when a CRB check is received is not always recorded clearly.

In summary:

- the academy is waiting for enhanced CRB checks to be completed on some recently-appointed staff and governors (paragraphs 19(2)(c) and 21(6)(b))
- the single central register is incomplete because not all the required information on staff and governors is listed (paragraphs 22(3) and 22(6)).

### **Premises and accommodation of schools**

Nearly all the regulations are likely to be met. The building is spacious and will have a good range of facilities for learning. The classrooms and communal spaces are light and airy. There are sufficient washroom facilities near to classrooms. A medical room is available for pupils' use if they are unwell. A reasonably-sized play area is being

created for outdoor activities. The site is not sufficiently secure to prevent unauthorised persons from entering the grounds. This is because fencing at the back of the building is not in place.

In summary:

- suitable security arrangements for the grounds are not in place (paragraph 23(d)).

## **Provision of information**

The provision of information meets all of the regulations.

## **Manner in which complaints are to be handled**

The procedures meet all of the regulations.

## **Recommendation to the Department for Education**

### **Registration**

Is registration recommended? **YES**

**For number of day pupils: 364**

**For number of boarders: n/a**

**For age range: 4–11 years**

**For gender of pupils: mixed**

**YES, the school can be registered for the above and allowed to open on receipt of evidence of improvement of/completion of:**

- its child protection and safe recruitment procedures: to ensure that all staff are trained to at least a basic level in child protection and that all safe recruitment procedures are followed (paragraph 7)
- the checks made on staff and governors: all must have an enhanced CRB disclosure (paragraphs 19(2)(c) and 21(6)(b))
- the single central register: this must contain all the required information on staff and governors (paragraphs 22(3) and 22(6))
- site security: this must ensure adequate security arrangements are in place for the grounds (paragraph 23(d)).