

Mustard School

Parish Hall, Nuttall Street, London, N1 5LR

Inspection dates

14 January 2015

Overall outcome

Independent school standards not met

Context of the inspection

- This inspection was undertaken at the request of the Department for Education. The purpose of the inspection was to monitor the progress the school has made in implementing its action plan in response to failings found at the previous progress monitoring inspection in May 2014. This included the requirement to check the school's compliance against the independent school standards for: pupils' welfare, health and safety, and premises and accommodation. In addition, standard three of the Early Years Foundation Stage framework was also checked for compliance.
- The last full Ofsted inspection took place in November 2011. The overall effectiveness of the quality of education was judged as satisfactory, although some of the independent school standards were not met. A progress monitoring inspection took place in November 2013. This inspection found that many of the independent school standards were not being met. The school's subsequent action plan was evaluated in January 2014 and was judged to require improvement. A further progress monitoring inspection took place in May 2014. This inspection also found that many of the independent school standards were not met. The school's second action plan was evaluated in October 2014 and was also judged to require improvement.

Main findings

- The school has not updated its October 2014 action plan, despite it being judged by Ofsted to require improvement. The action plan did not, and continues not to, outline effectively how the school will reach the independent school standards unmet at the last inspection. The impact of this is that the school is still failing to meet all of the independent school standards.
- At the previous inspection, it was noted that school leaders did not rigorously check staff employment histories or obtain references from previous employers to ensure there had been no concerns with regard to their suitability to work with children. Safeguarding procedures were not secure and leaders were not diligent enough in ensuring that staff were suitable to work with children.
- The single central record does not meet requirements. Prohibition checks have not been carried out for all members of staff. The proprietor and the headteacher lack the knowledge and skills to fulfil their roles effectively to ensure the independent school standards are met consistently and that the well-being of pupils is actively promoted. This means that the school is now also failing Part 8 of the Independent School Standards, relating to the quality of leadership in, and management of, schools.
- The previous inspection found that the school's behaviour policy had not been reviewed and did not reflect the school's context or its procedures and could not therefore be implemented. It did not give staff the guidance they needed to follow in managing behaviour in this school. The school's anti-bullying policy was appropriate.
- The school's records, logs and policies are not easily accessible and available and, in some instances, are missing. The single central record of staff checks is incomplete, as is the school's admission register.
- The previous two monitoring inspections found that the health and safety policy was not

implemented effectively. It was also found that adults did not assess the risks associated with off-site visits or plan controls to minimise risks.

- The pupils have been on educational visits. On the most recent trip, pupils visited a bridge on the River Thames. No risk assessment was in place for this outing, putting pupils at significant risk.
- Some policies, including the behaviour policy, the health and safety policy and the complaints policy, do not reflect the practice in the school. For example, the complaints policy cites the involvement of the governing body, which the school does not have.
- It was noted on the previous inspection that parts of the school premises were not well maintained. Uneven flooring and a badly constructed screen around a boiler in the toilet areas were hazardous.
- Remedial work has taken place in the indoor area. The floors are now even. However, the resources used by pupils indoors are of poor quality and often unclean. Some resources pose a safety hazard to pupils as they are unstable and likely to fall. Effective risk assessments and regular checks to ensure the suitability of the premises and accommodation are not in place, putting pupils further at risk. The premises are not well maintained. Inspectors noted that the fire alarm panel was showing two fault lights; the last recorded check in February 2014 recommended that this panel should be updated. This has not been done.
- During the previous inspection, it was highlighted that areas of the school that were vulnerable to access from unknown adults connected with the church were not protected well enough.
- The outdoor area is unsafe. Scaffolding erected several months ago is still in the playground. The playground is also shared by local residents and members of the church. This gives opportunities for unchecked and unsupervised adults to be in the same space as the pupils. No robust risk assessment is in place to mitigate this risk.
- The previous inspection noted that the small room set aside for medical therapy was unsuitable. It contained a sink but the camp bed was not easy to access because there were desks and cupboards in the way. The room was unhygienic, with evidence of vermin, and was cluttered. Required toilet facilities were along a short corridor.
- The medical room has had a new carpet fitted and the bed now meets requirements. There is no longer evidence of vermin. However, the first aid box has not been restocked effectively and only contains plasters. There are no gloves for adults to use when administering first aid and there is no clinical waste bin. No soap is provided and there are no hand-drying facilities. This means first aid cannot be administered effectively.
- Accident logs are sparse and do not record the nature of the injury a child has sustained or the treatment given.
- Limited opportunities exist for children in the Early Years Foundation Stage to be involved in activities and experiences that develop their physical development and their development in expressive arts and design. This leaves children unable to access a broad and balanced curriculum.
- It was noted at the previous inspection that school leaders had failed to recruit the required proportion of staff with appropriate qualifications to work with children in the Early Years Foundation Stage.
- Staff have undertaken recent training. The school now fulfils the requirements of the Early Years Foundation Stage framework, in terms of the qualifications needed for early years providers. However, the school was unaware that should the number of two-year-old children increase by just one more child, the school will no longer be compliant.
- Serious concerns disclosed by some pupils during the inspection are being examined by the appropriate bodies.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) (England) Regulations 2010, as amended, and associated requirements

- Ensure arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State.
Part 3. 7(a) & (b)
- Ensure a written behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour; the policy is implemented effectively; and a record is kept of the sanctions imposed upon pupils for serious misbehaviour.
Part 3. 9(a) 9(b) 9(c)
- Ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
Part 3.11
- Ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.
Part 3.15
- Ensure the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and appropriate action is taken to reduce risks that are identified.
Part 3. 16 (a)(b)
- Ensure that no member of staff carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction.
Part 4. 18 (2)(b)
- Ensure that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils.
Part 5. 24 (1)
- Ensure that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practical, the health, safety and welfare of pupils are ensured.
Part 5. 25
- Ensure that suitable outdoor space is provided in order to enable physical education to be provided to pupils in accordance with the school curriculum; and pupils to play outside.
Part 5. 29 (1)(a)(b)
- Ensure that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils.
Part 7. 33
- Ensure that persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; fulfil their responsibilities effectively so that the independent school standards are met consistently; and actively promote the well-being of pupils.
Part 8. 34(1)(a)(b)(c)

The school must meet the following requirements of the Statutory Framework for the Early Years Foundation Stage

- Providers must ensure there is a first aid box accessible at all times with appropriate contents for use with children.
Paragraph 3.50
- Providers must keep a written record of accidents or injuries and first aid treatment.
Paragraph 3.50
- Providers are responsible for managing children's behaviour in an appropriate way.
Paragraph 3.52

- Providers must ensure that their premises, including overall floor space and outdoor spaces, are fit for purpose and suitable for the age of the children cared for and the activities provided on the premises. Providers must comply with requirements of health and safety legislation (including fire safety and hygiene requirements).
Paragraph 3.54
- Providers must have appropriate fire detection and control equipment which is in working order.
Paragraph 3.55
- Providers must ensure outdoor activities are planned and taken on a daily basis.
Paragraph 3.58
- Providers must ensure that they take all reasonable steps to ensure staff and children in their care are not exposed to risks and must be able to demonstrate how they are managing risks.
Paragraph 3.64
- Children must be kept safe while on outings. Providers must assess the risks or hazards which may arise for the children, and must identify the steps to be taken to remove, minimise and manage those risks and hazards.
Paragraph 3.65
- Records must be easily accessible and available.
Paragraph 3.69
- Providers must put in place a written procedure for dealing with concerns and complaints from parents and/or carers, and must keep a written record of any complaints, and their outcome.
Paragraph 3.74

Inspection team

Mel Rose, Lead inspector

Her Majesty's Inspector

Andrew Wright

Her Majesty's Inspector

Information about this school

- Mustard school is a small Christian school for boys and girls, located in the London Borough of Hackney.
- The school is registered to take up to 44 pupils from two to 11 years of age.
- Currently there are 18 pupils on roll. Sixteen pupils are in the Early Years Foundation Stage. Two pupils are in Key Stage 1.
- Two nursery pupils attend part time. All other pupils attend full time.
- Most pupils are of Black African heritage. Other pupils are of any other White heritage.
- Most speak English as a first language and none has a statement of special educational needs.

School details

Unique reference number	131438
Inspection number	455312
DfE registration number	204/6402

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 162A of the Education Act 2002, as inserted by schedule 8 of the Education Act 2005.

Type of school	Day Christian nursery and primary school
School status	Independent school
Age range of pupils	2–11
Gender of pupils	Mixed
Number of pupils on the school roll	18
Number of part time pupils	2
Proprietor	Faith Johnson
Headteacher	Amos Johnson
Date of previous school inspection	7 May 2014
Annual fees (day pupils)	£3060
Telephone number	020 7739 3499
Email address	mustardschool@aol.com

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