

Cressey College

c/o 106 Park Lane, Croydon, Surrey CR0 1JB

Inspection dates

2 February 2016

Overall outcome

Unmet independent school standards identified

Reason for the inspection

- The Department for Education asked Ofsted to conduct this emergency inspection in order to check how the college manages allegations made against members of staff and how it deals with complaints. The inspector was also asked to consider the effectiveness of the college's procedures for making referrals to the Disclosure and Barring Service (DBS).
- The inspector was asked to check on the suitability of the premises now occupied by the college at Park Lane, Croydon.
- The inspector was asked to check whether the college continued to meet the independent school standards in Parts 3, 5, 7 and 8.
- The inspector did not visit all sites during this inspection. Therefore, he cannot report on the compliance with all standards on all of the sites.

Main findings

Welfare, health and safety of pupils

- The college caters for pupils who often have complex behaviour, social and emotional needs. Many have failed to succeed in mainstream schools and other specialist establishments. Staff at the college are enabled to develop and sustain the skills necessary to manage the very challenging and sometimes aggressive or potentially dangerous behaviour which pupils can present with. This training is regularly and thoroughly updated.
- Detailed records of all serious incidents and occasions when physical restraint is used are kept. The local authority conducted an audit of these procedures in July 2015 and was satisfied that they were appropriate and effective. It also made some recommendations for the improvement of record keeping, which the college has acted on. Many incidents relate to occasions when restraint of pupils has been decided on. Therefore, it has been a positive move to record more detailed contemporaneous information about the views of those involved in these incidents.
- The proprietor, who is also the head of school, has been successful in ensuring that the values which underpin the college's work are clearly understood and consistently upheld. She has also acted wisely to obtain external verification that the college's procedures to safeguard pupils are well considered. She ensures that prompt advice is sought in the event of all allegations made against staff.
- The safeguarding policy and procedures are clearly communicated to all staff and pupils, and are well understood. Pupils spoken to by the inspector expressed confidence in staff to keep them safe and said they enjoyed attending the college.
- One member of staff has responsibility for oversight of the health and safety management of the new premises. He keeps detailed records of his work and uses these to ensure that any defects are responded to promptly.
- The attendance and admission registers include all of the necessary information to ensure that the proprietor meets the requirements of the standards. Care is taken to record the destination of college leavers and to gather information about their prior education.
- Risk assessments for individual pupils and aspects of school work and activities are detailed and fit for purpose. They are reviewed each term, and more often if the need arises.

- The first aid policy is well understood and implemented effectively. Accidents are recorded in detail and there are named persons responsible for ensuring that supplies are replenished in a timely manner. First aid training is extensive and kept up to date.
- The new site is well supervised. At the beginning of the day, time is taken to assess the needs of individual pupils on their arrival. This helps all staff to adapt their approach to supervision and teaching to meet the needs of the pupils on that day.
- The proprietor is aware of the requirement to report any unresolved safeguarding concerns related to staff who leave the school to the Disclosure and Barring Service. There have been concerns raised, and allegations made, against staff. The proprietor is able to demonstrate how she has sought the advice of the local authority's safeguarding officer in deciding when such concerns can be considered to be closed. She uses this advice when deciding whether a disclosure is necessary when, and if, a member of staff subject to allegations leaves the employment of the college. Evidence seen on inspection indicates that the proprietor has acted in accordance with this advice.
- Not all of the necessary checks on the safety of the premises at 92 Park Lane are made and, as a result, some of the standards related to safety and the premises are not met. This means that pupils are not safeguarded as well as the standards require.
- The single central record does not include information about all the checks made by the proprietor when considering the suitability of staff. For example, although separate records demonstrate that checks on the identity of staff are carried out, they are not entered on the single central record, as the standards require.
- Not all aspects of the agreed health and safety procedures are implemented fully at the site situated at 92 Park Lane. For example, a check sheet for the temperature of the refrigerator is provided, as is a sheet to record the temperature of hot water in pupils' wash facilities. However, these are not being used to keep a check on these aspects of the premises. Implementation of the policy at the other sites was not checked during this inspection.
- The proprietor received a letter in January 2016 which informed her that the fire authorities did not consider that the premises at 92 Park Lane were compliant with the Regulatory Reform (Fire Safety) Order 2005. The letter explains that the proprietor has until July 2016 to demonstrate compliance. Most of the concerns identified appear to have been dealt with. However, the college has not yet received confirmation that the fire authorities are content that the order is now complied with.

Suitability of staff

- The proprietor ensures that checks on the identity of staff appointed to the school are made and that a record of these checks is retained in staff files. However, the single central record seen on inspection did not make clear reference to these checks. Therefore, this aspect of the single central record does not meet the requirements of the standards.

Premises of and accommodation at schools

- The medical room is situated near a toilet facility and includes a sofa bed. It can be used for the sole use of pupils and staff for medical purposes. However, there is no washing facility in the room and there are no medical supplies available or means of disposing of used or soiled equipment. Therefore, it does not meet the requirements of the standards.
- The premises have suitable toilet and washing facilities for both boys and girls. Changing accommodation is not provided, but carefully risk-assessed opportunities for pupils to attend local sports facilities are included in the curriculum. These always include the necessary facilities for pupils to change and shower.
- The lighting and acoustic qualities of the premises meet the requirements of the standards.
- The premises are maintained in a clean, uncluttered and tidy condition. There is sufficient space and effective management of both resources and space.
- Some of the checks necessary to ensure that the premises are maintained to a safe standard are not routinely made or not recorded in a clear, systematic way. The college is yet to obtain

evidence to confirm that the fire authorities are satisfied that they now comply with the relevant laws on fire safety at 92 Park Lane.

- There is no outdoor lighting in working order at 92 Park Lane to aid safe entry to, and exit from, the premises.
- The drinking water supply for pupils is not clearly labelled as such and is not accessible to all pupils at all times. There are no controls on the temperature of hot water in washrooms. The temperature of hot water is not routinely checked. Therefore, the proprietor does not receive the information necessary for her to ensure that this does not pose a scalding risk.
- The outdoor area at 92 Park Lane does not meet the requirements of the standards. It is too small to accommodate the number, and needs, of pupils for outdoor recreation.

Manner in which complaints are handled

- The complaints policy has been recently reviewed and contains all the necessary procedures and considerations to meet the requirements of the standards. Examples of complaints which have been investigated or continue to be considered demonstrate that the policy is implemented well.
- The proprietor recognises that a significant number of complaints and allegations have needed to be investigated, and that the number of these has increased in the last year. She also accepts that some concerns remain unresolved. However, these continue to be actively and openly pursued.
- The proprietor has sought and obtained external verification that the procedures used in responding to and managing complaints are appropriate and effective from the local authority and by seeking challenge and support from a local successful school.

Quality of leadership in and management of schools

- The proprietor has begun to use additional premises to replace provision at another site which has now closed. She has ensured that the strong commitment to meeting the needs of pupils, who often have complex needs, has been maintained. She has also ensured that staff share a strong commitment to the values which the college stands for. However, she has not ensured that all of the independent school standards are met at the premises at 92 Park Lane.
- Some of the standards which are not met relate to aspects of pupils' welfare, health and safety. Therefore, the standard related to the effectiveness of leaders in ensuring the well-being of pupils, is not met.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) Regulations 2014 and associated requirements

- The proprietor must ensure that arrangements are made to safeguard and promote the welfare of pupils at the school (paragraphs 7 and 7(a)).
- The proprietor must ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- The proprietor must ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- The proprietor must keep a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question, specifically, identity checks on staff (paragraphs 21(3) and 21(3)(a)(i)).
- The proprietor must ensure that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils (paragraph 24(1)).
- The proprietor must ensure that suitable accommodation for the medical examination and treatment of pupils is provided (paragraph 24(1)(a)).

- The proprietor must ensure that accommodation for the short-term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility, is provided (paragraph 24(1)(b)).
- The proprietor must ensure that, where a school caters for pupils with complex needs, additional medical accommodation which caters for those needs is provided (paragraph 24(1)(c)).
- The proprietor must ensure that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured (paragraph 25).
- The proprietor must ensure that external lighting is provided in order to ensure that people can safely enter and leave the school premises (paragraphs 27 and 27(b)).
- The proprietor must ensure that cold water supplies that are suitable for drinking are clearly marked as such (paragraphs 28(1) and 28(1)(c)).
- The proprietor must ensure that the temperature of hot water at the point of use does not pose a scalding risk to users (paragraph 28(1)(d)).
- The proprietor must ensure that suitable outdoor space is provided in order to enable pupils to play outside (paragraph 29(1)(b)).
- The proprietor must 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 (paragraphs 34(1) and 34(1)(a)).
- The proprietor must ensure that persons with leadership and management responsibilities at the school fulfil their responsibilities effectively so that the independent school standards are met consistently (paragraph 34(1)(b)).
- The proprietor must ensure that persons with leadership and management responsibilities at the school actively promote the well-being of pupils (paragraph 34(1)(c)).

Inspection team

Andrew Wright, lead inspector

Her Majesty's Inspector

Information about this school

- Cressey College admits male and female pupils between the ages of five and 19 years. It caters mainly for pupils who have behavioural, emotional or social challenges, and who have often not made a success of attending a mainstream school.
- There are 100 pupils on roll. The vast majority of pupils have special educational needs, including those which require specialist teaching and intervention.
- The college is based on five separate sites, all within the London Borough of Croydon. Each of the sites has its own specialist character and areas of expertise.
- In September 2015 the college began to occupy a new site at 92 Park Lane, Croydon. This site includes a therapy suite.
- The college was last inspected in November 2013.

School details

Unique reference number	133438
Inspection number	10013098
DfE registration number	306/6104

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

Type of school	Independent day school
School status	Independent school
Age range of pupils	5–19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	100
Of which, number of pupils in the sixth form	15
Number of part time pupils	0
Proprietor	Ms Adrienne Barnes
Headteacher	Ms Adrienne Barnes
Date of previous school inspection	8 November 2013
Annual fees (day pupils)	Variable depending on needs of pupils
Telephone number	020 86552798
Email address	a.barnes@cresseycollege.co.uk

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: www.gov.uk/government/publications/complaints-about-ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.



You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit www.parentview.ofsted.gov.uk, or look for the link on the main Ofsted website: www.gov.uk/government/organisations/ofsted

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

Interested in our work? You can subscribe to our website for news, information and updates at <https://reports.ofsted.gov.uk/user>.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2016

