

# Progress monitoring inspection report

16 July 2025

## **The Shrubbery School**

Walmley Ash Road

Sutton Coldfield

West Midlands

B76 1HY

The Independent Schools Inspectorate is appointed by the Department for Education to inspect association independent schools in England. Our inspections report on the extent to which the statutory Independent School Standards and other applicable regulatory requirements are met, collectively referred to in this report as 'the Standards'.

## Inspection outcome

The school meets all the relevant Standards that were considered during this inspection.

## Inspection findings

### Part 3. Welfare, health and safety of pupils

ISSR paragraphs 7(a) and (b), 15; EYFS 3.5 and 3.7

1. School leaders have put in place an appropriate safeguarding policy that is line with statutory guidance. This policy is supported by a suitable staff code of conduct. These policies are implemented effectively, helping to lead to a safeguarding culture across the school that prioritises the welfare and safety of pupils.
2. The designated safeguarding lead (DSL) is a member of the school's leadership team and has sufficient authority to carry out the role effectively. There are three deputy DSLs, including one with responsibility for the early years. The safeguarding team is suitably trained. They understand the contextual risks to the pupils in their care and take suitable steps to mitigate these. The safeguarding team meets at least weekly to monitor any concerns relating to the welfare of individual pupils and how these are followed up.
3. The safeguarding team ensures that safeguarding records are suitably detailed and securely stored in line with statutory requirements. Timely and appropriate action is taken by leaders, including referrals for early help, and advice from the local authority children's services. Leaders communicate effectively with parents and put in place suitable support and help for individual pupils including when needed, personal welfare and safety plans.
4. Leaders ensure that staff are trained effectively and frequently in safeguarding procedures, including scenario-based problems, to secure their understanding. Face-to-face staff training is further supported by online safeguarding modules which staff complete on a termly basis. All new staff receive a well organised and comprehensive induction programme to help ensure that they are clear about the school's safeguarding arrangements. Leaders maintain detailed records of staff training and ensure that suitable catch-up sessions are provided to ensure staff training is completed in a timely way.
5. Staff know the pupils' needs well. Staff are confident in knowing how to identify and report safeguarding concerns, which they do promptly. Staff know well the procedures to follow should there be any concerns about, or allegations against, adults working at the school. Staff have a clear understanding of what constitutes a low-level concern and will report concerns to leaders, no matter how small, about others as well as themselves.
6. Leaders monitor concerns about adults diligently. Action is taken to address concerns, including providing members of staff with additional support and training where required. Leaders understand reporting thresholds, take advice from the local authority designated officer (LADO), as appropriate, and act on this advice promptly.
7. Staff are vigilant and take concerns raised by pupils seriously, acting promptly to support them. The school teaches pupils how to keep themselves safe when using the internet and how to use mobile devices appropriately. Pupils progressively develop their understanding of what constitutes inappropriate online behaviour, and how to protect their privacy and report suspicious activity. Suitable internet filtering and monitoring systems are in place and the system is thoroughly tested

by leaders on at least an annual basis. The safeguarding team respond quickly to any reports about possible inappropriate online activity.

8. The school's attendance and admission registers are now accurately maintained in line with current statutory guidance. Since the previous inspection, leaders have updated the attendance policy and communicated with parents to explain the importance of high attendance levels for all pupils. In addition, staff have received training on the effective implementation of the attendance policy.
9. A suitable procedure is now in place for the parents of pupils joining the school to understand the attendance policy and the support available. The new statutory attendance codes are used effectively in school registers. Attendance is monitored carefully by leaders with any patterns of absence quickly identified and appropriate action taken. Leaders inform the local authority of any pupils who leave or join the school at non-standard transition points or who are absent for extended periods of time.
10. The school meets the Standards.

#### **Part 4. Suitability of staff, supply staff, and proprietors**

ISSR paragraphs 18(1), 18(2)(b), 18(2)(c), 18(2)(c)(ii), 18(3), 21(1), 21(3)(a), 21(3)(a)(iii), 21(3)(a)(v), 21(3)(a)(vii) and 21(3)(b); EYFS 3.9, 3.13 and 3.14

11. Leaders now implement the school's safer recruitment policy effectively. Staff involved in the appointment of staff have received additional safer recruitment training. The required pre-appointment checks on staff, including those working in the early years and agency staff, are now carried out appropriately. Since the previous inspection, leaders have checked all personnel files to ensure that all of the necessary evidence of pre-appointment checks is appropriately stored and accurately recorded. All files now contain a summary check list which is accurately cross-referenced with the single central record of appointments (SCR).
12. Since the previous inspection leaders have extensively reviewed, and where necessary, updated the SCR. The review has been overseen by the proprietor. Leaders and the proprietor have completed additional training on how to effectively maintain and monitor the SCR. It is now accurately maintained for all members of staff, including agency staff. All the required checks, including prohibition from teaching and suitable medical checks, are completed prior to adults starting work, or volunteering in the school and having contact with pupils.
13. The school meets the Standards.

#### **Part 6. Provision of information**

ISSR paragraph 32(1)(c)

14. The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website.
15. The school meets the Standard.

#### **Part 8. Quality of leadership and management of schools**

ISSR paragraphs 34(1)(a), 34(1)(b), 34(1)(c), 34(2)

16. Leaders have effectively implemented the school's action plan to address the Standards which were not met at the previous inspection. Leaders' oversight of the staff recruitment process is more rigorous, including regular monitoring of the SCR and personnel files. Leaders have updated the

attendance policy so that it is line with the latest statutory guidance. They have also put in place appropriate guidance for staff to ensure that the policy is implemented effectively.

17. The proprietor has effective oversight of the work of school leaders through regular visits to the school, termly reports from staff on the key aspects of life at the school such as safeguarding and attendance, and frequent governance meetings with leaders. Since the previous inspection the proprietor has ensured that leaders have the skills and knowledge to fulfil their responsibilities effectively, to actively promote the wellbeing of pupils and to ensure that the Standards are met.
18. The school meets the Standards.

## School details

<b>School</b>	The Shrubby School
<b>Department for Education number</b>	330/6064
<b>Address</b>	The Shrubby School Walmley Ash Road Sutton Coldfield West Midlands B76 1HY
<b>Phone number</b>	0121 351 1582
<b>Email address</b>	Info@shrubbyschool.co.uk
<b>Website</b>	www.shrubbyschool.com
<b>Proprietor</b>	Mr Craig Johnson
<b>Headteacher</b>	Mrs Amanda Lees
<b>Age range</b>	3 to 11
<b>Number of pupils</b>	119
<b>Date of previous inspection</b>	21 to 23 January 2025

## Information about the school

19. The Shrubbery School is an independent co-educational day school, occupying a single site located in Sutton Coldfield on the outskirts of Birmingham. The school is owned by a sole proprietor.
20. There are 37 children in the early years, comprising one Nursery and one Reception class.
21. The school has identified 14 pupils as having special educational needs and/or disabilities. There are no pupils in the school who have an education, health and care plan.
22. The school has identified seven pupils for whom English is an additional language.
23. The school states that its aims are to provide equal opportunities for all pupils in a safe, happy and stimulating environment. It seeks to provide a curriculum which stimulates individual pupils' progress through differentiation, and which combines the best of traditional and modern teaching. The schools aims to build pupils' self-confidence, self-discipline and self-esteem and to establish positive links between home and school.

## Purpose of the progress monitoring inspection

Inspectors carried out this inspection under section 109(1) and (2) of the Education and Skills Act 2008. This inspection was an unannounced progress monitoring inspection which was carried out at the request of the Department for Education. The purpose of this inspection was to monitor the progress the school has made in meeting the Independent School Standards, the Early Years Foundation Stage requirements and any other requirements that the school was judged not to comply with at its previous inspection.

## Inspection details

### Inspection dates

16 July 2025

24. One reporting inspector visited the school for one day.

25. Inspection activities included:

- scrutiny of a range of policies, documentation and records provided by the school and information available on the school's website
- discussions with the headteacher
- discussions with school leaders, managers and other members of staff
- discussions with pupils.

### **How are association independent schools in England inspected?**

- The Department for Education is the regulator for independent schools in England.
- ISI is approved by the Secretary of State for Education to inspect independent schools in England, which are members of associations in membership of the Independent Schools Council.
- ISI inspections report to the Department for Education on the extent to which the statutory Independent School Standards, the EYFS statutory framework requirements, the National Minimum Standards for boarding schools and any other relevant Standards are met.
- For more information, please visit **[www.isi.net](http://www.isi.net)**.

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