

Wathen Grange School

Church Walk, Mancetter, Warwickshire, CV9 1PZ

Inspection dates

14 February 2013

Reason for inspection

This unannounced emergency inspection was made to the school at the request of the Department for Education in response to two anonymous complaints received in November 2011 and December 2012. The complaints refer to the quality of students' welfare, safeguarding procedures and their implementation, and recruitment procedures and recording.

Conclusions

The school's arrangements to safeguard and promote students' welfare do not meet regulatory requirements and this places students at risk of harm. The school's systems to recruit staff, analyse and evaluate information from and about applications lack rigour. Staff recruitment files held at the school are disorganised and there are gaps in the completion of checks on the previous employment history and references for staff. The school's policy of appointing staff through an agency omits the steps necessary to assure the candidates suitability to work with children. Long- and short-term supply staff are appointed through a recruitment agency. The agency completes a range of checks and provides the school with written confirmation. The proprietors were able to demonstrate that agency staff on site on the day of the visit had been checked appropriately by the agency. However, the school's single central register does not include checks made on supply staff and does not meet regulatory requirements.

There are weaknesses in the organisation of child protection records; key documents are missing from individual case files. Designated staff responsible for monitoring students on the child protection register have not followed this up and locate minutes of meetings and key records. The school's child protection policy is in place. However, the proprietors have not reviewed the policy on an annual basis and the policy has not been updated to reflect changes in Disclosure and Barring processes. Safeguarding training is up to date for staff including for long-term agency supply staff. As a result staff are aware of the referral process and the line of referral to take to express concerns.

Procedures to manage students' behaviour and develop their self-esteem are well organised. There is a positive working climate around the classrooms and relationships are well-established between students and adults. An end of day briefing with all staff present is used effectively to review each student's behaviour and achievement through the day. Staff actions are agreed for the following day and where appropriate, parents and carers

are contacted to inform them of rewards and sanctions imposed. This good practice ensures that students are clear about the systems to manage behaviour and they receive clear direction to improve their behaviour and self-discipline. The use of physical restraint is infrequent and records are well maintained and monitored by the headteacher. However, prior to its' closure, there were occasions at the Leamington Spa site where the use of physical restraint has not been followed up appropriately by a senior member of staff.

Compliance with regulatory requirements

The school requires improvement and must take action to meet schedule 1 of The Education (Independent School Standards) (England) Regulations 2010, as amended by The Education (Independent School Standards)(England) (Amendment) Regulations 2012 ('the independent school standards') and associated requirements.

- Ensure arrangements made to safeguard and promote the welfare of pupils at the school have regard to guidance issued by the Secretary of State. Paragraph 7

- In relation to staff not directly employed by the school, the register must show whether written notification has been received from the employment business that it has carried out the checks referred to in 20(2)(a) together with the date the written notification that each check was made or certificate obtained, was received. Paragraph 22 (5)

Inspection team

Mark Lindfield, Lead inspector

Her Majesty's Inspector

Joanne Harvey

Her Majesty's Inspector

Information about this school

- Wathen Grange School offers day provision for students aged 11 to 18 years who have emotional, social and behavioural difficulties.
- The school previously operated from two sites. The original building in Leamington Spa closed in June 2012 and there are currently no students at this site. The main site opened in 2007 and is situated some 25 miles away in Mancetter, near Atherstone.
- There are 14 students on roll.
- All students have statements of special educational needs.
- A number of senior leadership roles are being re-organised and three staff are due to leave the school in the next month.

School details

Unique reference number	134614
Inspection number	420311
DfE registration number	937/6104
<p>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 amended by schedule 8 of the Education Act 2005.</p>	
Type of school	Special day school
School status	Independent School
Age range of pupils	11-18
Gender of pupils	Mixed
Number of pupils on the school roll	13
Number of part time pupils	1
Proprietor	Complete care
Chair	Jaspal Mangat
Headteacher	Diane Molyneux
Date of previous school inspection	20–21 March 2012
Annual fees (day pupils)	£45,000 to £55,000
Telephone number	01827 714454
Email address	admin@completecare-warks.co.uk

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