

# Broadlands Hall

## Inspection dates

3 October 2013

## Reason for inspection

This inspection was conducted without notice to the school. The purpose of the inspection was to look at the effectiveness of policies and procedures to safeguard the students. In particular, the inspection focused on the regulatory requirements for welfare, health and safety of pupils.

## Conclusions

School staff and the proprietor have not taken all of the required actions to keep students safe. Concerns about students' welfare have not always been passed on to the appropriate authorities - or in the right way. Staff do not share a common understanding of what it means to minimise risk of harm or apply procedures consistently when reporting concerns. Discussions with staff and scrutiny of policies show a lack of clarity about the responsibilities of the proprietor and the headteacher for the day-to-day leadership and management of students' welfare and learning. This is unhelpful to staff and leads to inconsistencies in applying procedures as well as a lack of clarity in promoting good practice in managing students' complex behavioural and learning needs.

The proprietor is one of the designated persons for child protection and has the relevant training but is not available on site frequently enough to be an appropriate person for the role. The headteacher is also designated for this role but does not have up-to-date training. All staff have completed on-line assessment for child protection awareness but this is not adequate for the safeguarding needs of these particular students. It has not been followed up with training or discussion to deepen or check staff's understanding sufficiently.

Not all staff are adequately trained to support the specific needs and circumstances of the students. Some staff restrain students without having completed the appropriate training. Some staff are not sufficiently well trained in teaching students with autism and behavioural difficulties.

Although many of the policies for students' welfare were reviewed in July 2013, the policies currently used by staff date back to 2011 and do not reflect current guidelines, good practice or what actually takes place. Policies are too general and not helpful in providing staff with the most important things to consider in relation to the particular needs of the students. This is especially the case for policies on managing students' behaviour, first aid, and health and safety. The process for revising the policies does not focus enough on reviewing their effectiveness, and the policies have not been reviewed frequently enough.

Checks on some electrical equipment have not been completed frequently enough. Fire drills have not taken place since at least the end of 2012 thus failing to ensure the safety of students and staff on the school premises.

The inspector was aware during this inspection that serious allegations of a child protection nature were being investigated by the appropriate authorities. While Ofsted does not have the power to investigate allegations of this kind, actions taken by the school in response to the allegations were considered (where appropriate) alongside the other evidence available at the time of the inspection to inform the inspectors' judgements.

### **Compliance with regulatory requirements**

#### **The school requires improvement and must take action to meet The Education (Independent School Standards) (England) Regulations 2010 ('the Regulations'), and associated requirements**

Ensure that arrangements made to safeguard and promote the welfare of pupils at the school are effectively implemented and have regard to guidance issued by the Secretary of State.	Paragraph 7
Ensure that there is a written policy to promote good behaviour amongst pupils, which sets out the sanctions to be adopted in the event of pupils misbehaving, and that the policy is implemented effectively.	Paragraph 9
Ensure that there is a written policy which complies with relevant health and safety laws, and that the policy is implemented effectively.	Paragraph 11
Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005.	Paragraph 13
Ensure that there is a written policy on first aid and that it is implemented effectively.	Paragraph 14

## Inspection team

Heather Yaxley

Her Majesty's Inspector

## Information about this school

- The school opened in 2007 and is registered to admit up to 19 boys between the ages of 11 and 19 years. There are currently 17 students on roll.
- The school admits boys who reside in the children's homes run by the proprietor.
- Boys have statements of special educational needs for behavioural, emotional and social difficulties, and autism.
- Almost all boys are looked after by their local authority.
- Three students attend a local college for three days each week.
- The education at the school was last inspected by Ofsted in November 2011, when it was judged as outstanding.
- The welfare at the children's homes is inspected separately and was not part of this inspection.

## School details

<b>Unique reference number</b>	135252
<b>Inspection number</b>	429816
<b>DfE registration number</b>	935/6086
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.	
<b>Type of school</b>	Special school
<b>School status</b>	Independent School
<b>Age range of pupils</b>	11–19 years
<b>Gender of pupils</b>	Boys
<b>Number of pupils on the school roll</b>	17
<b>Proprietor</b>	Keith Boulter
<b>Headteacher</b>	Lynne Proudlock
<b>Date of previous school inspection</b>	29 November 2011
<b>Annual fees</b>	£26,520

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