

Trinity College

Moor Lane, Loughborough, LE11 1BA

Inspection dates

11–12 December 2014

Overall outcome

Independent school standards not met

Context of the inspection

- This inspection was undertaken at the request of the Department for Education to check the school's progress in implementing its action plan following the emergency inspection visit on 1 July 2014 which found a number of failures to meet the regulations. The school submitted an action plan which was evaluated by Ofsted on 20 October 2014 and found to require improvement.
- The inspection was undertaken over two days. During this time, a further emergency inspection was also conducted. This is reported separately.

Main findings

- The emergency inspection visit on 1 July 2014 identified a number of issues in respect of the school's arrangements for safeguarding pupils. The school's child protection policy did not fully reflect the latest guidance from the Secretary of State; the checks made and recorded on the staff working with pupils were incomplete and the school's arrangements for checking the identity of visitors were not robust. This inspection visit found that the school has drawn up and implemented proposals to address these issues. It has now updated its child protection policy and systematically checks the identity of visitors at each site, ensuring that they are appropriately badged before meeting staff and pupils. While the checks highlighted at the last inspection visit have been addressed, additional failings were identified at the start of this inspection visit regarding recently appointed staff. The proprietor's policy for recruiting, and making and recording checks on the suitability of staff is incomplete and is not being properly implemented. As a result, the regulations remain unmet.
- The emergency inspection visit in July 2014 found that pupils did not have a good enough understanding of certain types of bullying, particularly homophobic bullying. The school's action plan proposals to raise pupils' awareness of homophobia have recently been implemented, with an awareness-raising assembly and the development of an information board. However, this inspection visit found that homophobic language is evident in the school on a daily basis. Staff do not respond robustly enough to such incidents and the school's day-to-day systems for monitoring behaviour and attitudes have, for example, allowed a pupil to achieve their daily target despite using highly sexualised and homophobic language. The regulation remains unmet.
- At the time of the emergency inspection visit on 1 July 2014, a number of health and safety issues were identified as requiring resolution in order to meet the independent school standards. The school drew up proposals to remedy the situation and has fully implemented these. Safety film, with the appropriate safety markings, has been professionally fitted to the low level windows in the dining hall at the annexe. The temperature of the hot water at both sites now meets requirements. Repairs have been completed to the shower cubicle at the annexe and electric hand dryers have been installed to replace shared cloth towels. Guidance has been

provided from the fire officer about the location of the emergency exit lock release at the annexe and a professional fire risk assessment has been carried out. No trailing leads were observed during this visit and the proposed portable appliance testing has been completed. The school has addressed the issues identified during the emergency inspection. However, other concerns relating to pupils' health and safety were identified during the aligned emergency inspection visit to the school and, as a result, this regulation remains unmet.

- The emergency inspection visit on 1 July 2014 found that a number of first aid kits were incomplete or the contents out of date. The school did not include any proposals to address this in its action plan. However, this visit found that these shortcomings have been addressed and that the regulation is now met.
- At the time of the emergency inspection visit in July 2014, attendance registers were kept, but not completed in a timely manner. The admission register was not complete as it did not contain the names of all registered parents for each pupil. The school did not include any proposals to address these matters in its action plan. This inspection visit found that the admission register now meets requirements and that attendance registers are completed on both sites at the start of the morning and during the afternoon sessions. However, the regulation remains unmet as the aligned emergency inspection visit identified concerns over the authorisation of absence for pupils who are not receiving any education.
- The emergency inspection visit in July 2014 found that the single central register of checks made on the suitability of staff was incomplete. The school has addressed the specific omissions identified at that time. However, the requirement remains unmet because additional shortcomings in the register were identified during the emergency inspection visit aligned to this inspection.
- The emergency inspection aligned with this progress monitoring inspection found a number of additional failures to meet the regulations. These are fully detailed in the separate report of that inspection, but are included in the table of unmet regulations below.

Compliance with regulatory requirements

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

Part 1

- Ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in paragraph 2(2) is drawn up and implemented effectively (paragraph 2(1)).
- Ensure that the subject matter is appropriate for the ages and aptitudes of pupils, including those pupils with a statement (paragraph 2(2)(b)).
- Ensure that pupils acquire speaking, listening, literacy and numeracy skills (paragraph 2(2)(c)).
- Ensure that all pupils have the opportunity to learn and make progress (paragraph 2(2)(i)).
- Ensure that pupils are adequately prepared for the opportunities, responsibilities and experiences of adult life (paragraph 2(2)(j)).
- Ensure that pupils acquire new knowledge and make progress according to their ability so that they increase their understanding and develop their skills in the subjects taught (paragraphs 3, 3(a)).
- Foster in pupils the application of intellectual, physical or creative effort, interest in their work and the ability to think and learn for themselves (paragraph 3(b)).
- Ensure there are well-planned lessons and effective teaching methods, activities and good management of class time (paragraph 3(c)).

- Show a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensure that these are taken into account in the planning of lessons (paragraph 3(d)).
- Demonstrate that a framework is in place to assess pupils' work regularly and thoroughly and use information from that assessment to plan teaching so that pupils can progress (paragraph 3(g)).
- Utilise effective strategies for managing behaviour and encouraging pupils to act responsibly (paragraph 3(h)).

Part 3

- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school and that such arrangements have regard to any guidance issued by the Secretary of State (paragraphs 7, 7(a), (7b)).
- Ensure that the written policy to promote good behaviour amongst pupils sets out the sanctions to be adopted in the event of pupil misbehaviour, and is drawn up and effectively implemented (paragraph 9)].
- Ensure that an effective anti-bullying strategy is drawn up and implemented (paragraph 10).
- Ensure that a written policy on compliance with relevant health and safety laws is drawn up and effectively implemented (paragraph 11).
- Ensure that a record is kept of the sanctions imposed upon pupils for serious misbehaviour (paragraph 16).
- Ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 17).

Part 4

- Ensure that no person appointed as a member of staff is barred from regulated activity relating to children in accordance with section 3(2) of the Safeguarding Vulnerable Groups Act 2006 or carries out work, or intends to carry out work, at the school in contravention of any direction made under section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction (paragraphs 19(2), 19(2)(a)).
- Carry out appropriate checks to confirm in respect of each such person:
 - the person's identity
 - the person's medical fitness
 - the person's right to work in the United Kingdom
 - where appropriate, the person's qualifications (paragraphs 19(2)(b), 19(2)(b)(i), 19(2)(b)(ii), 19(2)(b)(iii), 19(2)(b)(iv)).
- Ensure that the checks referred to in paragraph 19(2)(b) are completed before a person's appointment (paragraph 19(3)).
- Keep a register which shows such of the information referred to in paragraph 22(3) as is applicable to the school in question (paragraph 22(1)).
- In relation to each member of staff ensure that:
 - their identity was checked
 - a check was made to establish whether they are barred from regulated activity relating to children in accordance with section 3(2) of the Safeguarding Vulnerable Groups Act 2006 or is subject to any direction made under section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction
 - a check of their right to work in the United Kingdom was made (paragraphs 22(3), 22(3)(a), 22(3)(b), 22(3)(f)).

Inspection team

Michael Best, Lead inspector

Additional Inspector

Information about this school

- Trinity College is a small independent special school for pupils with behavioural, emotional and social difficulties. All of the current pupils have a statement of special educational needs. The school opened in 2007 and is registered for 30 boys and girls between the ages of seven and 16 years. It is situated on two sites. There are 16 secondary aged pupils on the school roll who are taught at the main site. Five primary aged pupils are taught at the annexe. There are significantly more boys than girls attending the school.
- Ownership of the school was transferred to Horizon Care and Education during 2013. The current headteacher took up her post in September 2013. The school was last inspected by Ofsted on 29 January 2014.
- There have significant increases in staffing during the past year in response to the increased behavioural needs of pupils joining the school.

School details

Unique reference number	135218
Inspection number	455217
DfE registration number	855/6025

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	Special school for pupils with behavioural, emotional and social difficulties
School status	Independent school
Age range of pupils	7–16
Gender of pupils	Mixed
Number of pupils on the school roll	21
Number of part time pupils	0
Proprietor	Stephen Lambert
Chair	Horizon Care and Education
Headteacher	Dawn Clarke
Date of previous school inspection	29 January 2014 (full inspection), 1 July 2014 (emergency inspection)
Annual fees (day pupils)	£975 to £2,000 per week
Telephone number	01509 218906
Fax number	01509 218896
Email address	trinityhead@horizoncare.co.uk

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaining about inspections', which is available from Ofsted's website: www.ofsted.gov.uk. 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.

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.ofsted.gov.uk

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 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.

Further copies of this report are obtainable from the school. Under the Education Act 2005, the school must provide a copy of this report free of charge to certain categories of people. A charge not exceeding the full cost of reproduction may be made for any other copies supplied.

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 copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Piccadilly Gate
Store St
Manchester
M1 2WD

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

© Crown copyright 2014

