

Philpots Manor Residential Special School.

Philpots Manor School, West Hoathly, West Sussex, RH19 4PR

Inspection dates

15 September 2015

Context of the inspection

The residential provision at Philpots Manor School was inspected in March 2015 and was given an inadequate judgement for overall effectiveness. The inspection identified that three national minimum standards for residential special schools were not met. The Department for Education served a statutory notice in April 2015 and the school completed an action plan to address the weaknesses. This inspection found that the three national minimum standards not met at the last inspection have now been met.

This unannounced progress monitoring inspection took place to establish whether the schools action plan has been fully implemented and the school is able to demonstrate that it meets all the standards required for continued registration as a residential special school.

Summary of the progress made in implementing the action plan

During the inspection in March 2015, three national minimum standards for residential special schools were unmet.

The March 2015 inspection identified that medication was not securely stored or administered as prescribed in one of the residential units. Both preventative and reliever inhalers were being incorrectly administered. This demonstrated a lack of understanding by the care staff. Action taken since the last inspection has resulted in the safe administration of medicines and improved understanding of medication by staff. In addition, there is now safe storage of medicines in the residential unit. Staff have received training in medication administration and have improved the assessments process for individual children being able to self administer medication, where appropriate.

Investigations into safeguarding concerns are more rigorously managed with improved contact with the Local Authority Designated Officer (LADO) for West Sussex. This has led to a review of the schools child protection and safeguarding policies and procedures. A designated team of staff with safeguarding responsibilities meets regularly to ensure concerns are referred to and actioned by the correct agencies, and are closely monitored. Overall, all aspects of safeguarding concerns are more robustly managed. Allegations of inappropriate physical interventions or contact with staff are now referred to the safeguarding agencies in a timely manner. Staff have received further training on behaviour management methods and complete records that are more closely monitored by the management and leadership team. Changes to sleeping arrangements have resulted in each child and young person having their own bedroom; no child or young person shares a bedroom. Increased night time supervision means the risk of children and young people entering each others rooms has decreased significantly. Data analysis of bullying incidents has been improved and specific types of bullying can now be identified and acted upon.

There has been a revision of the management structure that includes the recruitment of a new care co-ordinator. The newly employed care co-ordinator has a wealth of experience of working with children and young people in residential settings. An annual review of the school has been completed with a more detailed residential review being undertaken by the care co-ordinator, to be completed before December 2015. This will enable her to have time to settle in, gain an overview of the residential provision and report on the schools compliance with the residential special schools national minimum standards. The induction programme for new staff has been revised and includes information on whistleblowing and support when raising concerns. The leadership team has created more open channels for staff to communicate, including access to an independent mediation service.

Leaders and managers have demonstrated that they have taken effective action to address the shortcomings found at the last inspection. There is evidence of the impact of the changes, however this inspection was not able to comment on its sustainability or long term impact.

National minimum standards

The school has made good progress and now meets all the national minimum standards for residential special schools.

Inspection team

Liz Driver

Lead social care inspector

Information about this school

Philpots Manor School is an independent residential special school and further training centre that offers weekly boarding during term-time. The school ethos is to provide a holistic approach to education based upon the social and educational principles of Rudolf Steiner. It specialises in provision for children and young people of either sex between the ages of 7 and 19 years of age who have been unable to learn and develop within mainstream education. All pupils demonstrate some degree of emotional, behavioural, communication or learning difficulty. Pupils who board at the school live in small residential care groups in six separate houses within the grounds.

School details

Unique reference number	126141
Social care unique reference number	SC372592
DfE registration number	938/6219

This inspection was carried out under the Children Act 1989, as amended by the Care Standards Act 2000, having regard to the national minimum standards for residential schools.

The inspection was conducted at the request of the Registration Authority for independent schools in order to monitor the progress the school has made in implementing its action plan following the previous inspection.

Type of school	Independent Special School
Number of boarders on roll	10
Gender of boarders	Mixed
Age range of boarders	7 to 19
Headteacher	Linda Churnside
Date of previous boarding inspection	24-26 March 2015
Telephone number	01342 810268
Email address	Linda.churnside@philpotsmanorscholl.co.uk

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