

# Trinity School and College

10–13 New Road, Rochester, Kent ME1 1BG

## Inspection dates

20 September 2018

### Overall outcome

**The school is likely to meet the relevant independent school standards if the material change relating to the school provision is implemented**

## Main inspection findings

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

#### *Paragraph 7, 7(a), 7(b) 32(1), 32(1)(c)*

- The proprietor has ensured that the school's safeguarding policy is fully compliant with the most recent guidance issued by the Secretary of State, 'Keeping children safe in education' 2018. The school also has a safeguarding vulnerable adults policy. This document clearly explains the school's approach to ensuring the well-being of those students who are post-16.
- The school has a strong safeguarding ethos. Staff are well trained and know the procedures to follow if they have any concerns about a pupil. Information about safeguarding and child protection is shared regularly at staff meetings. There are good links with a range of outside agencies.

#### *Paragraph 11*

- The proprietor has ensured that the school complies with all relevant health and safety legislation. Leaders have adopted an appropriate health and safety policy, which is regularly reviewed.
- The school commissions an annual external health and safety audit. The most recent report identified a few minor issues which have already been addressed.

#### *Paragraph 12*

- The school meets all the requirements of the fire regulations.
- Leaders have given fire safety a high priority. Many staff have had training to be fire marshals. Fire equipment, including alarms and fire extinguishers, and portable electric equipment are regularly tested. There are half-termly fire drills and records show that pupils evacuate the building quickly.
- An external fire risk assessment took place this month. It did not identify any areas of concern.

#### *Paragraph 14*

- There is a high staff-to-pupil ratio. Should the material change be implemented, the school intends to recruit more staff so that it continues to provide a high level of support. In addition to teaching staff, the school also employs pastoral and therapy staff.
- There are detailed arrangements to make sure that pupils are well supervised throughout the day, such as at lunchtime.

#### *Paragraph 16, 16(a) and 16(b)*

- Leaders have implemented an appropriate risk assessment policy, which is reviewed annually.
- Risk assessments clearly identify potential hazards and control measures that reduce the potential severity of risks.
- The standards for the welfare, health and safety of pupils are likely to continue to be met if the Department for Education (DfE) decides to approve implementation of the material change.

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

*Paragraph 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e) 18(3), 19(1), 19(2), 19(2)(a)–19(2)(e), 19(3), 20(1), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i)–20(6)(b)(iii), 20(6)(c)*

- The proprietor has ensured that the requirements regarding checking on the suitability of staff and visitors are all in place. The school does not use supply staff. The proprietor has ensured that the headteacher and other staff are suitably qualified and experienced.

*Paragraph 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b)*

- The proprietor and all members of staff are correctly recorded on the school's single central register.
- Pre-employment checks on new members of staff are thorough.
- The standards regarding the suitability of staff, supply staff and proprietors are likely to continue to be met if the DfE decides to approve implementation of the material change.

### Part 5. Premises of and accommodation at schools

*Paragraph 22, 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 23(2)*

- Architect plans for 41 New Road show a suitable range of toilet facilities for the sole use of pupils.
- There are showers and suitable changing facilities available to pupils. The school makes use of off-site facilities to deliver physical education.

*Paragraph 24(1), 24(1)(a), 24(1)(b), 24(1)(c)*

- The existing school has a medical room which is available if pupils feel ill or are injured.
- There are also plans for suitable sick room accommodation at 41 New Road.

*Paragraph 25*

- The existing school buildings are well maintained.
- Some of the refurbishment work at 41 New Road has already been completed. The standard of décor is high. Rooms are large, clean and functional.
- Plans indicate that the building will provide a suitable range of additional classrooms. There are plans for specialist facilities, such as a counselling and well-being centre. The building will also provide areas that develop pupils' creative skills. These include a large art studio and music room. Plans show that there are large areas allocated to develop occupational skills, such as in construction, catering and hair and beauty.

*Paragraph 26*

- The acoustics in both classrooms and vocational areas are appropriate.

*Paragraph 27, 27(a), 27(b),*

- Lighting in the existing building is appropriate.
- The building at 41 New Road is well lit. There are numerous large windows that ensure good lighting in the all the rooms. External lighting is appropriate.

*Paragraph 28(1), 28(1)(a)–28(1)(d), 28(2), 28(2)(a), 28(2)(b)*

- There are adequate washing facilities at the existing school.
- There are currently no toilets or wash basins fitted at 41 New Road. However, there are suitable areas that have been designated for this purpose.

*Paragraph 29(1), 29(1)(a), 29(1)(b)*

- There is enough space for pupils' physical education and for pupils to play outside.
- The school has large outside gardens. They are well laid out and include climbing frames, a fishpond and quiet learning areas.
- The outside area at 41 New Road includes sufficient space for pupils' recreation. It is laid out as gardens and a patio area.
- The standards regarding the premises and accommodation are likely to continue to be met if the DfE decides to approve implementation of the material change.

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

*Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- The proprietor and headteacher demonstrate a good understanding of the requirements of the independent school standards. Documentation is detailed, and procedures and practices are thorough.
- Leaders have fulfilled their roles well, particularly in relation to the specification of the new building. The proprietor and leaders have worked closely with architects to

provide a building that is carefully designed to meet pupils' needs. They have ensured that the building will provide large additional classrooms as well as spaces that develop pupils' vocational and creative skills.

- Leaders are actively promoting the well-being of pupils. They have ensured that the new building will provide a well-being and counselling centre which will provide useful support to pupils.
- The standards regarding leadership and management are likely to continue to be met if the DfE decides to approve implementation of the material change.

#### Schedule 10 of the Equality Act 2010

- Leaders have a clear understanding of how to meet the requirements of the Equality Act 2010.

## **Compliance with regulatory requirements**

The school is likely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that are relevant to the material change.

## School details

Unique reference number	132097
DfE registration number	887/6006
Inspection number	10056732

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent special school
School status	Independent special school
Proprietor	Cavendish Education Ltd
Chair	Aatif Hassan
Headteacher	Elizabeth Baines
Annual fees (day pupils)	£23,900 to £80,000
Telephone number	01634 812233
Website	<a href="http://www.trinityschoolrochester.co.uk">www.trinityschoolrochester.co.uk</a>
Email address	<a href="mailto:office@trinityschoolrochester.co.uk">office@trinityschoolrochester.co.uk</a>
Date of previous standard inspection	13–15 June 2017

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Number of pupils on the school roll	142	170	170

## Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of pupils with special educational needs and/or disabilities	170	170
Of which, number of pupils with an education, health and care plan	170	170
Of which, number of pupils paid for by a local authority with an education, health and care plan	170	170

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	23	31
Number of part-time teaching staff	3	3

## Information about this school

- Trinity School and College is an independent special school that caters for pupils with autism spectrum disorder. Pupils also have additional learning difficulties such as anxiety, dyslexia, dyspraxia, and associated speech, language and communication difficulties.
- The school is registered for male and female pupils aged between six and 25 years of age. All the pupils have an education, health and care plan. Pupils have been placed at the school by 14 local authorities.
- The school is sited in three Georgian houses close to the centre of Rochester in Kent. Currently, the school uses two alternative providers called Squirrells Horse Riding School, in Chatham, and SB Hair and Beauty, in West Malling.
- The school's last standard inspection was in June 2017, when it was judged to be

good.



## Information about this inspection

- This is the school's first material change inspection. The proprietors have applied to the DfE to increase the number of pupils on roll from 120 to 170. To accommodate the increase in numbers, the school has purchased additional premises at 41 New Road, Rochester, ME1 1DX. The new premises are a five-minute walk from the main site. The school proposes to use the building to mainly provide post-16 education. Currently, the premises are still undergoing refurbishment work. It is expected that the building will be signed off by building control in December 2018.
- The school contacted the DfE for a material change to admit up to 150 pupils from September 2018. This material change was approved. Currently there are 142 pupils on roll.
- Prior to arriving on-site, the inspector reviewed the school's application for a material change and other documentation, including that available on the school's website, such as the safeguarding policy.
- The inspector undertook observations in lessons and conducted a full inspection of the premises, both at 10–13 New Road, Rochester, and 41 New Road, Rochester. In addition, she held meetings with the proprietor, school leaders and the designated safeguarding leads.
- The inspector considered documentation relating to the school's policies and procedures with respect to health and safety, fire regulations and risk assessments. The inspector examined the single central register of pre-employment checks made on teachers and other staff.

## Inspection team

Liz Bowes, lead inspector

Ofsted Inspector

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