

# Dovetree School

Ferness Road, Hinckley, Leicestershire LE10 0TB

## Inspection dates

20 November 2018

### Overall outcome

**The school is likely to meet all the independent school standards when it opens**

## Main inspection findings

### Part 1. Quality of education provided

*All paragraphs in Part 1 of the Standards.*

- The school's curriculum has been appropriately designed to meet the needs of the proposed client group. It combines an emphasis on gaining basic skills and qualifications for continuing education with opportunities to develop practical vocational knowledge and skills.
- The structure of the curriculum presents progressive development opportunities for pupils as they progress through the key stages. The curriculum at key stages 2 and 3 is grounded in the requirements of the national curriculum. At key stage 2, the curriculum combines elements of discrete subject teaching and topics that integrate learning through practical projects. The curriculum also benefits from access to the school's practical facilities, for example in food technology and construction.
- The key stage 4 curriculum includes access to external qualifications in English, mathematics and science, together with physical education, work-related learning and careers education. The Duke of Edinburgh award scheme is available to extend pupils' experience of outdoor challenges and teamwork.
- The school's extensive vocational education provision provides pupils with the opportunity to gain additional qualifications and to prepare for further education and employment. The school's practical and vocational options include art and design, hospitality and catering, hair and beauty, construction skills, motor vehicle engineering and creative media.
- Throughout the curriculum, pupils have access to a range of external qualifications which include GCSE, functional skills, BTEC awards and vocation-specific qualifications. The school's curriculum plans include opportunities for pupils to take part in individual work experience to aid their transition to future vocational education and employment.
- The curriculum at each stage includes appropriate elements of personal and social education, including careers education with independent advice and guidance provided by external experts.

- The curriculum in all year groups and subjects is based on coherent schemes of work which support teachers' medium-term planning and individual lesson plans. The curriculum documentation, including details in the various schemes of work, provides a secure basis for the quality of teaching and learning required by the independent school standards.
- The school's policy for special educational needs and disabilities and their curriculum plans acknowledge the variety of individual needs described in pupils' education, health and care plans. Throughout the curriculum, appropriate adaptations will be made, additional support provided, and interventions planned in response to individual health, behaviour and education plans.
- Pupils' starting points will be assessed on entry to the school. The school's assessment system is built around identified 'way posts', differentiated according to pupils' progress and achievement. These have been designed to take account of national curriculum requirements, together with the content of the school's curriculum. The school's procedures will include regular assessment points in all subjects feeding into an electronic tracking system which enables analysis and evaluation of progress by senior leaders.
- The school recognises that a small number of pupils may not be ready to move into further education or training elsewhere at the end of Year 11. The school has plans to provide additional time, up to the age of 17 or 18 years, to enable these pupils to prepare more fully for transition to the next stage of their education, training or employment.
- The proposed post-16 education will enable students to complete externally accredited courses, including in English and mathematics, and achieve additional qualifications. They will also be enabled to extend their learning in chosen vocational courses. The curriculum for these students will also include preparation for working life, independent living and a range of social skills which enable them to function more securely in future environments.
- The school is likely to meet all the standards in this part.

## Part 2. Spiritual, moral, social and cultural development of pupils

### *All paragraphs in Part 2 of the Standards.*

- The proprietor has created a variety of policies and arrangements to ensure the comprehensive spiritual, moral, social and cultural development of pupils. Fundamental British values are included within the school's policy and curriculum for personal, social and health education (PSHE).
- The main strands within the PSHE programme include relationships and sex education, emotional health and well-being, financial capability, citizenship and fundamental British values. The programme also pays regard to the protected characteristics in the Equalities Act, with themes related to marriage and civil partnerships, disability, race, religion, gender and sexual orientation.
- The school's planned approach to supporting pupils' personal development emphasises taking personal responsibility, developing confidence and valuing relationships with a diverse range of people. Pupils will be helped to understand how to develop healthy lifestyles, including mental health. They will be introduced to a

diversity of ethnic and faith group perspectives.

- Planned themes within the citizenship programme will cover migration into Britain, civil and criminal law, politics and democracy, and human rights. Pupils will be provided with opportunities to manage projects related to service within the school and local community. They will visit off-site venues that contribute to cultural and historical awareness.
- The staff code of conduct sets out appropriate professional values, including the need for tolerance, balance and appropriate perspectives in all dealings with pupils.
- The school is likely to meet all the standards in this part.

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

*All paragraphs in Part 3 of the Standards.*

- The proprietors have created a suitable set of operational policies which reflect well-established procedures across the Witherslack Group. Policies for Dovetree are appropriately customised to reflect this school's operation.
- School policies include those for managing behaviour, the prevention of bullying, physical intervention and the management of attendance. Log books are in place to maintain records of serious incidents, consequences, physical restraints and complaints. The school has access to a comprehensive electronic management system for the recording and analysis of all related information, including admissions and attendance.
- The school's safeguarding policy has regard to the latest government guidance and to guidelines from the local safeguarding children's board. Three senior members of staff have been trained to the local authority's standard as designated lead persons. Similar expertise is present in the governing body. There are clear plans in place for all staff to receive appropriate safeguarding training as part of their induction, together with regular updates at least annually.
- The company's head of risk management has produced extensive but accessible documentation to enable all required aspects of health and safety. This includes policies for risk assessment, first aid and all aspects of fire safety, including an appropriate system for the completing and logging of regular checks on all aspects of fire safety. Planning for health and safety includes mandatory training for members of staff.
- The proprietor has established suitable arrangements for all required checks on services and equipment throughout the school site. Firm arrangements are in place to produce a premises risk assessment and accessibility plan once the refurbishment work is completed.
- The proprietor has firm plans to make all required policies and procedures available to parents through the school's website.
- The school is likely to meet all the standards in this part.

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

*All paragraphs in Part 4 of the Standards.*

- The proprietor has produced a suitable recruitment policy, which is supported by the company's human resources team. Appropriate arrangements are in place to ensure the safe recruitment of suitable staff.
- Recruitment arrangements have been implemented appropriately for staff appointed to date. Details of all required checks on staff and proprietors are recorded in a suitable single central register.
- The school does not intend to appoint supply staff through an agency.
- The school is likely to meet all the standards in this part.

## Part 5. Premises of and accommodation at schools

### *All paragraphs in Part 5 of the Standards*

- The perimeter of the site is fully secured with stockade fencing. Access to the premises is controlled by CCTV and secure gates operated from the internal reception area. The fenced grounds provide suitable space for games and recreation. The refurbishment plans include the provision of a multi-use games area with artificial surface.
- The school provides teaching rooms and vocational bases to meet the full curriculum requirements, each suitable to accommodate planned group sizes of up to six pupils. Additional spaces have been provided, including therapy rooms, meeting rooms and office accommodation. A large dining room with a kitchen equipped to professional service standards is located at the centre of the school.
- Internal refurbishment of the building, part-completed internal decoration, fixtures and fittings are all of a good standard. This includes equipment, furniture and machinery in the specialist subject and vocational areas of the premises. The refurbished building is due to be completed and handed over to the proprietor by 10 December 2018.
- There is good lighting in each teaching area and all common areas of the school. External lighting is in place to ensure safe access. The specification for the school ensures appropriate acoustics and heating in all areas.
- There are sufficient gender-neutral toilets with individual wash-basins and hand-dryers. The toilet cubicles open onto circulation areas with good visibility from supervised areas of the school. There are separate toilets and washrooms for staff and visitors.
- The school complies with all the standards related to temperature controlled hot water, labelled drinking water, medical facilities and an appropriate room for the care of any pupil who may be unwell. Separate changing rooms and showers are available for girls and boys.
- The school is likely to meet all the standards in this part.

## Part 6. Provision of information

### *All paragraphs in Part 6 of the Standards.*

- The school's website, which is under construction, will provide parents with access to all required school policies and information. The proprietors and headteacher have a

secure understanding of the requirements within the independent school standards.

- The school has produced a prospectus which will supplement electronic access to all school information. Senior leaders have plans to ensure that details of pupils' academic performance, and the report of any Ofsted inspection of the school, are provided to parents. A template has been constructed to provide termly progress reports to parents. They also have clear plans to provide an account of income and expenditure to placing authorities.
- The school is likely to meet all the standards in this part.

## Part 7. Manner in which complaints are handled

*All paragraphs in Part 7 of the Standards.*

- The proprietors have created a complaints policy and associated procedures which take full account of the requirement for informal, formal and appeals stages to the investigation and resolution of any complaints. They have taken full account of the requirements of the independent school standards, including those for appropriate record-keeping, confidentiality and timelines.
- The complaints policy and procedures will be available to parents through the school's website, which will be completed before the school opens.
- The school is likely to meet all the standards in this part.

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

*All paragraphs in Part 8 of the Standards.*

- The school's proprietors are very experienced in establishing and operating schools catering for pupils in the proposed age range with similar characteristics and needs. They have applied their experience effectively to the production of policies and the creation of appropriate systems and procedures for Dovetree School.
- The prospective headteacher has appropriate experience of senior leadership and of setting up a school in compliance with the independent school standards. He has taken full account of the requirements of the standards in advising and working with the proprietors.
- The proprietor and senior leaders have ensured that all the independent school standards are likely to be met.

## Schedule 10 of the Equality Act 2010

- The school is likely to fulfil its responsibilities under 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.

## Proposed school details

Unique reference number	146360
DfE registration number	855/6043
Inspection number	10068068

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	Day special school
School status	Independent school
Proprietor	Witherslack Group Limited
Chair	Mike Barrow
Headteacher	Paul Hostead
Annual fees (day pupils)	£64,166 to £95,606
Telephone number	01539 566 081
Website	Not yet available
Email address	Paul.hostead@witherslackgroup.co.uk
Date of previous standard inspection	Not previously inspected

## Provider already operating

Number of pupils of compulsory school age	Not applicable
Number of pupils of compulsory school age for whom a statement is maintained under section 324, or who is looked after by a local authority	Not applicable
Total hours operating as a school per week	Not applicable
Total hours of teaching provided per week	Not applicable

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	N/A	8 – 18	8 – 18
Number of pupils on the school roll	N/A	50	50

## Pupils

	School's current position	School's proposal
Gender of pupils	N/A	Mixed
Number of full-time pupils of compulsory school age	N/A	50
Number of part-time pupils	N/A	0
Number of pupils with special educational needs and/or disabilities	N/A	50
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	N/A	50
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	N/A	50



## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	N/A	20
Number of part-time teaching staff	N/A	0
Number of staff in the welfare provision	N/A	N/A

## Information about this proposed school

- Dovetree School is located in a residential area in Hinckley, South Leicestershire. This new school occupies premises previously used as a care centre for the elderly. The internal spaces are currently being reconfigured and refurbished to provide full-time education for up to 50 pupils in the age-range eight to eighteen years.
- The school is due to open at the start of the spring term in January 2019.
- Dovetree School is seeking registration as an independent school for pupils with social, emotional and mental health difficulties. The proprietor is the Witherslack Group, which provides residential care and education for pupils across the country.
- The school does not propose to use the services of any additional external providers.
- The most suitable postcode to locate this school is LE10 0TB, as now displayed at the top of this report. This differs from the postcode currently held by the Department for Education.

## Information about this inspection

- This inspection was commissioned by the Department for Education to assess whether the school is likely to meet all the independent school standards if registered as an independent school. This is the school's first pre-registration inspection.
- The inspector met with the prospective headteacher, together with representatives of the proprietor, including the company's regional director, head of construction, head of risk management, and the associate director for school improvement.
- The inspector toured the premises and accommodation, which are nearing completion of an extensive refurbishment.
- The inspector scrutinised several school policies, procedures and records to check the school's likely compliance with the independent school standards. He discussed all aspects of policy implementation with the headteacher.

## Inspection team

David Young, lead inspector

Ofsted Inspector

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