

Cambian Walnut Tree Lodge School

Inspection dates

27 June 2019

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 3, 3a, 3b, 3c, 3d, 3e, 3h

- At the previous inspection, pupils' starting points and needs were not taken sufficiently into account in the planning of learning. The system for assessment is now clear. Staff undertake comprehensive baseline checks with pupils on their arrival. As a result, gaps in their knowledge are identified and staff plan to address these. Staff understand the school's assessment policy and provide prompt feedback to pupils so that they understand how to improve their work.
- The school's monitoring processes have improved; they are appropriately detailed. Leaders have implemented an effective system and framework to assess pupils' progress, linked to the baseline assessments. Teachers use the information gathered from their weekly assessments to plan and provide challenging work that extends pupils' learning. As a result, progress over time is evident in pupils' work. Pupils are rightly proud of their work.
- Previously staff did not use effective strategies to improve pupils' attitudes to learning and to encourage pupils to act responsibly. Now relationships between peers and adults are very positive and well considered by all. Teachers highlight positive behaviour and remind pupils when they do not respond in the expected way. Pupils readily accept this challenge. As a result, behaviour is a strength.
- Teachers are confident to teach subjects well. The improved quality of their planning means that the gaps they identify in pupils' learning are being addressed. Staff have raised the expectations of what pupils are able to achieve, and question pupils carefully to check how well they are learning. Pupils enjoy the increased challenge, offering thoughtful answers as well as challenging and supporting one another to do even better.
- The school is now situated in a new building. This building contains specialist teaching rooms such as for science and food technology. Leaders are creating a very positive learning environment as well as improving the range of teaching resources. Teachers use these to encourage pupils to engage in the lessons. Pupils want to learn more and can now engage with a broad curriculum which meets their needs and aspirations. Displays show that pupils have taken part in a wide variety of learning opportunities, both in the new school building and in the wider environment. Pupils say that these

improvements have helped them with their learning.

- Thoughtful and skilled staff are aware of pupils' social and emotional needs. They use this understanding to support pupils to achieve well and to ensure that expectations of what pupils can achieve are high. Activities are planned consistently well to accelerate pupils' learning and build well upon their ability and interests.
- Leaders have ensured that this standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b)

- At the inspection in June 2018, these standards were met. Leaders ensure that they carry out all appropriate checks on teaching and support staff as well as trust members. However, leaders have not ensured that contractors employed to carry out work on the site have had the appropriate checks or are appropriately supervised. As a result, these standards are now not met.
- A new safeguarding policy is available at the school and appropriately refers to the latest statutory guidance. Staff know exactly what action to take if they are concerned about a pupil's well-being, their thought and care around pupils has a positive impact on keeping them safe.
- This standard is not met.

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

Paragraph 19.2, 19.2(a), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(b), 19(2)(d)

- At the previous inspection, records of staff employed to carry out work on the site were not up to date. Not all checks were evident. The school's policy and procedure outline the required supervision for contractors. However, the policy and procedures are not implemented sufficiently well.
- Leaders' checks on teaching and support staff's suitability to work with pupils are secure and thorough. In this aspect, safe recruitment systems are followed well. The required checks are recorded accurately and are fully compliant with statutory requirements.
- This standard is not met.

Part 8. Quality of leadership in and management of schools

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

- At the previous inspection, the proprietors had not ensured that all of the independent school standards were met. The directors did not have an accurate view of the school's performance. Some staff did not know what they were expected to do or how they would be held to account for their performance.
- Leaders have not yet ensured that all independent school standards are met because not all safeguarding checks are carried out and the supervision of staff employed to complete work on the school site is not in place.
- Leaders and governors now have an accurate view of the work of staff and have secured improved outcomes for pupils. These outcomes are in line with pupils' needs and aspirations and enable pupils to move on to appropriate next steps in their learning.

- The systems, policies and expectations recognised at the previous inspection are having a positive impact. While the school's improvement plans reflect the areas for development, it does not accurately identify what is expected as the result of the planned actions.
- There are significant improvements in the quality of teaching, learning and assessment. Pupils benefit from the improved links between assessment and planning. Consequently, pupils are making rapid progress in specific subjects, including science, which was identified as a concern at the last inspection.
- The headteacher has a good understanding of the independent school standards. The proprietor understands and supports the aspects of development identified by the headteacher. However, not all levels of management have this clear understanding. As a result, leadership is not yet good enough.
- This standard is not met.

Compliance with regulatory requirements

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection, as set out in the annex of this report. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets the following independent school standards

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school:
 - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught
 - 3(b) fosters in pupils self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves
 - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons
 - 3(e) demonstrates good knowledge and understanding of the subject matter being taught
 - 3(h) utilises effective strategies for managing behaviour and encouraging pupils to act responsibly.

School details

Unique reference number	135990
DfE registration number	822/6014
Inspection number	10107033

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent special school
School status	Independent school
Age range of pupils	7 to 19
Gender of pupils	Female
Gender of pupils in the sixth form	Female
Number of pupils on the school roll	4
Of which, number on roll in sixth form	1
Number of part-time pupils	0
Proprietor	c/o Cambian Education
Chair	Chris Strong
Headteacher	Kicha Mitchell
Annual fees (day pupils)	£41,500
Telephone number	0800 1381184
Website	www.cambiangroup.com/cambiangroup.aspx
Email address	education@cambiangroup.com
Date of previous standard inspection	12–14 June 2018

Information about this school

- Cambian Walnut Tree Lodge School is owned by the Cambian Group. The Cambian Group provides a wide range of services for children nationally. The company aims 'to actively enable each and every one of the people in our care to achieve their personal best, however it is defined by them or for them'.
- All pupils are in the care of the local authority.

- The school provides education for pupils who have social, emotional and/or mental health difficulties
- No current pupils have an education, health and care plan.
- The school does not use alternative provision.
- The headteacher supervises another school as well as Walnut Tree Lodge School. A lead teacher always deputises when the headteacher is not present.
- The previous standard inspection took place on 12–14 June 2018, when the school was judged to require improvement.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This is the school's first monitoring inspection since the standard inspection in June 2018.
- Leaders submitted an action plan to explain what they would do to ensure that the independent standards would be met. The plans were evaluated and judged not to be acceptable.
- The lead inspector observed lessons, looked at pupils' work and spoke with pupils about the new building and changes to the curriculum. In addition, the lead inspector evaluated leaders' most recent plans and the progress that leaders are making.
- The inspector met with the headteacher and the lead teacher. The proprietor, who is also the chair of governors, was spoken to by phone.
- The inspector documentation relating to school management, including the arrangements to ensure that pupils are kept safe, the school's curriculum, pupils' assessment information, and leaders' checks on the quality of teaching.

Inspection team

Mary Rayner, lead inspector

Ofsted Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school—
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
 - 34(1)(c) actively promote the well-being of pupils.

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if the proprietor ensures that—
 - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
 - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.

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

- 19(2) The standard in this paragraph is met if—
 - 19(2)(a) a person offered for supply by an employment business to the school only begins to work at the school if the proprietor has received—
 - 19(2)(a)(i)(aa) that the checks referred to in paragraph 21(3)(a)(i) to (iv), (vii) and (b) have been made to the extent relevant to that person;
 - 19(2)(a)(i)(bb) that, where relevant to that person, an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check; and
 - 19(2)(a)(i)(cc) if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and
 - 19(2)(a)(ii) a copy of any enhanced criminal record certificate obtained by an employment business before the person is due to begin work at the school;
 - 19(2)(b) a person offered for supply by an employment business only begins work at the school if the proprietor considers that the person is suitable for the work for which

the person is supplied;

- 19(2)(d) the proprietor, in the contract or other arrangements which the proprietor makes with any employment business, requires the employment business to provide—
- 19(2)(d)(ii) a copy of any enhanced criminal record certificate which the employment business obtains,
- 21(5) The information referred to in this sub-paragraph is, in relation to supply staff—
 - 21(5)(a) whether written notification has been received from the employment business that—
 - 21(5)(a)(i) checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person; and
 - 21(5)(a)(ii) an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check,
 - 21(5)(b) whether a check has been made in accordance with paragraph 19(2)(e) together with the date the check was completed; and
 - 21(5)(c) where written notification has been received from the employment business in accordance with a contract or other arrangements referred to in paragraph 19(2)(d) that it has obtained an enhanced criminal record certificate, whether the employment business supplied a copy of the certificate to the school.

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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