

# Cambian Home Tree School

172 March Road, Friday Bridge, Wisbech, Cambridgeshire PE14 0LP

## Inspection dates

12 July 2019

### Overall outcome

**The school meets all of the independent school standards that were checked during this inspection**

## Main inspection findings

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

- All of the independent standards for pupils' welfare, health and safety were met at the standard inspection in February 2019. In June 2019, concerns were raised with the Department for Education (DfE) about pupils' welfare at one of the proprietor's other provisions. This emergency inspection found no evidence of similar concerns at Cambian Home Tree School. The four independent standards for pupils' welfare, health and safety checked at this inspection continue to be met.

#### *Paragraph 7, 7(a), 7(b)*

- The safeguarding policy provides accurate and detailed information for pupils' safety and protection. The interim headteacher is aware of the imminent changes due in September 2019 for the DfE's statutory guidance, Keeping Children Safe in Education 2018, and is already working with staff on the implications for the school's work.
- There have been three staff appointments since the standard inspection in February 2019. One new member of staff started work at the school two weeks ago. All appropriate checks were made and recorded in the person's employment file prior to confirmation of the appointment. The checks for the new member of staff will be transferred to the single central record at the next update, due next week. Interviews took place recently for two new teachers and confirmation of their employment is pending completion of the suitability checks.
- New staff undertake a two-week induction. The induction includes a range of relevant training for child protection and safeguarding arrangements.
- The interim headteacher and the regional manager (who was the previous headteacher) have high expectations for staff's vigilance, awareness, knowledge, skills and conduct for all aspects of safeguarding pupils. All arrangements centre around meeting pupils' complex social, emotional and mental health needs.
- This independent school standard is met.

#### *Paragraphs 9, 9(a), 9(b), 14*

- Pupils benefit from a high degree of staff stability. Well-trained, confident staff enable pupils to focus on learning and self-manage behaviour. Exclusions are rare. Physical

restraint is used but is not a daily occurrence and has reduced since the February 2019 inspection.

- There are daily well-planned formal opportunities for staff to share information about pupils' achievements, behaviour, worries and needs. Each pupil's risk assessment includes the arrangements for supervision and support.
- These independent school standards are met.

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

- There is a suitable written risk assessment policy. Risk are identified and addressed quickly.
- Pupils are actively encouraged, with appropriate support, to take reasonable steps towards managing their own physical and mental health.
- Risk assessments for individual pupils and activities – in class, around the building and off-site – are thought through carefully. Risks are assessed each day for each pupil, and reassessed frequently during the day as appropriate, particularly for high-risk activities such as off-site activities and when moving from one part of the site to another independently.
- This independent school standard is met.

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

- All of the independent standards for the suitability of staff, supply staff and proprietors were met at the standard inspection in February 2019. The independent school standard for the suitability of staff, supply staff and proprietors checked at this inspection continues to be met.

*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), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a), 21(7)(b)*

- The single central record of employment checks shows the checks made for all staff other than those very recently given a contract or those waiting for confirmation of employment while checks are carried out. Staff files for those newly appointed or those for whom checks are currently being carried out show the required details for the checks that have been undertaken.
- Checks are being undertaken currently for the four new proprietors. When complete, the checks will be entered on the register. Checks for trustees and directors are shown on the register.
- This independent school standard is met.

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

- All of the independent standards for the premises and accommodation were met at the standard inspection in February 2019. In June 2019, concerns were raised with the DfE about pupils' health and safety at one of the proprietor's other provisions,

particularly about the condition and maintenance of the accommodation. This emergency inspection found no evidence of similar concerns at Cambian Home Tree School. The independent school standards for the premises and accommodation continue to be met.

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

- There is a toilet with facilities for those who are disabled, which, together with another toilet, provides suitable facilities for staff, pupils and visitors.
- Arrangements for having a shower after physical education (PE) are suitable.
- The facilities are maintained to a high standard.
- This independent school standard is met.

*Paragraph 24(1), 24(1)(a), 24(1)(b), 24(1)(c), 24(2)*

- There is a medical room, close to a toilet, with a bed and a sink. The facility is maintained to a high standard.
- This independent school standard is met.

*Paragraphs 25, 26, 27, 27(a), 27(b)*

- Classrooms and corridors are clean, tidy and well maintained. Some minor repairs and redecoration will be undertaken during the summer break.
- The acoustic conditions, sound insulation and lighting in classrooms are suitable.
- Some windows have panels fitted to restrict opening, which is an appropriate measure to protect pupils from harm. In some cases, the restriction reduces ventilation but not to an unreasonable extent. The interim headteacher is looking to provide a more suitable long-term solution.
- Outside areas are well lit and generally well maintained, enabling pupils to move around the premises safely. The fire exit, down the side of the art room, has large weeds encroaching on the pathway. Plans are in place to tidy the area over the summer break.
- These independent school standards are met.

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

- Water supplies for hot and cold water are in good working order.
- Drinking water is freely available to pupils and labelled appropriately.
- This independent school standard is met.

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

- Outside areas for play and PE are well maintained and fit for purpose.
- This independent school standard is met.

## Part 6. Provision of information

### *Paragraph 32(1), 32(1)(c)*

- There is a suitable safeguarding policy published on the school's website.
- The requirement for the school's safeguarding arrangements to be published on the school's website is met.

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

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

- The independent standard for leadership and management was met at the standard inspection in February 2019. In June 2019, concerns were raised with the DfE about the leadership and management at one of the proprietor's other provisions. This emergency inspection found no evidence of similar concerns at Cambian Home Tree School.
- As was the case at the time of the standard inspection in February 2019, all independent school standards checked are met. The arrangements for safeguarding pupils and for general health and safety are of the same high quality as was identified at the February 2019 inspection.
- The interim headteacher has a comprehensive understanding of each pupil's emotional, physical and academic needs. A thorough strategic overview enables the interim headteacher to spot potential health and safety risks for pupils and staff and to take action to address concerns quickly.
- The well-being of staff has a high priority and is promoted by frequent professional supervision and training.
- The number of named proprietors and the persons named have changed since the February 2019 inspection. The chair is new since 1 June 2019. There are four new named proprietors and others have left. The named proprietors, with the exception of the chair, are owners of the company, Cambian Group. There are six proprietors, including the chair. The name of the proprietor is missing from the school's page on the government's website Get Information About Schools.
- This independent school standard is met.

## **Compliance with regulatory requirements**

The school meets 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. Not all of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	141879
DfE registration number	873/6052
Inspection number	10114793

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 special school
Age range of pupils	12 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	15
Of which, number on roll in sixth form	3
Number of part-time pupils	None
Proprietor	Cambian Group
Chair	Christopher Strong
Headteacher	Melanie Higgs (interim headteacher)
Annual fees (day pupils)	£41,500
Telephone number	0800 1381 184
Website	<a href="http://www.cambiangroup.com/childrensservices/specialisteducationservices/esddayschools.aspx">www.cambiangroup.com/childrensservices/specialisteducationservices/esddayschools.aspx</a>
Email address	<a href="mailto:education@cambiangroup.com">education@cambiangroup.com</a>
Date of previous standard inspection	12–14 February 2019

## Information about this school

- Cambian Home Tree School is an independent co-educational day school which specialises in accommodating up to 25 pupils who have social, emotional and mental health needs. Some pupils are in-patients at Cambian Willows Hospital, a National Health Service Tier 4 acute mental health assessment unit.

- Most pupils have missed significant periods of education prior to joining the school. The proportion of pupils who arrive or leave part-way through the school year is high.
- The teaching team is supported by a multidisciplinary team, including a psychologist, occupational therapist and therapeutic practitioners.
- The school does not use any alternative provision.
- Pupils are placed at the school by local authorities.
- There are currently 15 pupils on roll between the ages of 14 and 17 years. Three pupils will leave the school at the end of the summer term 2019. New admissions to the school for September 2019 are not yet known.
- As was the case at the standard inspection in February 2019, the school is led by an interim headteacher. The previous headteacher is now the regional educational lead for the Cambian Group schools. Since September 2018, the deputy headteacher has been the interim headteacher and, in September 2019, will become the permanent headteacher.
- The proprietorial body consists of a chair and five other proprietors. Four of the proprietors were appointed very recently. The new chair of the proprietorial body took the role from 1 June 2019, in consultation with the DfE. Governance for the school is provided by some of the proprietors, together with trustees and directors.
- Since the most recent inspection in February 2019, a new office manager has been appointed. Two new teachers are expected to start work in September 2019.
- The school's most recent inspection:
  - a standard inspection took place on 12–14 February 2019. All of the independent school standards were met and the school's overall effectiveness was judged as good.
- The school's inspection history:
  - in February 2015, Ofsted conducted a pre-registration inspection
  - in June 2015, Ofsted conducted the first standard inspection of the school. The overall effectiveness was judged as good and all the independent school standards were met.

## Information about this inspection

- This emergency inspection was commissioned by the DfE following concerns raised at another of the proprietor's provisions. The concerns related to pupils' welfare, health and safety, and leadership and management.
- The inspection was unannounced.
- The inspector toured the main school site. The site at Cambian Willows was not visited.
- The inspector spoke with the interim headteacher and the area educational lead.
- The inspector contacted representatives at local authorities that place pupils at the school for their views about the provision.
- The inspector scrutinised documents in the school, and on the school's website, relating to safeguarding pupils, risk assessments, incident reports and behaviour management.
- On the day of the inspection, almost all pupils and staff were on a school trip.

## Inspection team

Heather Yaxley, lead inspector

Her Majesty's Inspector



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