

# Northleigh House School

Northleigh House, Five Ways Road, Hatton, Warwick, Warwickshire CV35 7HZ

**Inspection dates**

22 October 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

*Paragraphs 7, 7(a), 7(b), 11, 12, [Part 6. Provision of information paragraph 32, 32(1)(c)]*

- The previous standard inspection in February 2019 reported that the school had a detailed and suitable safeguarding policy that made clear what to do in the event of a concern about a child.
- The school's current safeguarding policy also has regard to the most recent guidance from the Secretary of State and can be found on the school's website.
- Leaders have provided effective training for staff in safeguarding issues. Staff know how to deal with and record safeguarding issues if they arise and whom they should report their concerns to. They are familiar with the most recent statutory guidance documents.
- The previous standard inspection found that arrangements for safeguarding were not effective. The school did not comply with the Regulatory Reform (Fire Safety) Order 2005. Checks on compliance with fire safety had not been carried out sufficiently. School leaders were not fully aware of their responsibilities. At the point of the inspection, the fire risk assessment was not fit for purpose and staff were not sufficiently trained in fire safety. The school premises did not meet electrical safety standards.
- Leaders had not fully implemented the health and safety policy. Consequently, leaders had not taken appropriate action to ensure compliance with the Fire Regulatory Reform Act.
- Evaluation of the school's action plan found that while the actions were deemed appropriate, the plan was lacking in detail. For example, the number of fire marshals appointed and the level of training they received were not stated. There was a lack of detail regarding the work to be carried out to ensure that identified failings were addressed.
- The action plan did not detail how leaders would ensure that the health and safety policy is fully implemented. The plan did not detail who would check and maintain records related to fire safety.
- The school urgently sought the advice of colleagues from a local authority that refers pupils to the school, to review and revise its action plan. The current plan, drawn up in

April 2019, effectively establishes clear actions and success criteria, individual staff responsibilities and ongoing monitoring and evaluation. Health and safety and fire safety are very carefully considered in the plan. Staff know their roles and responsibilities regarding health and safety and fire safety. Progress towards success criteria is regularly monitored and reviewed.

- Risk assessments related to fire safety are comprehensively undertaken. All the necessary fire safety equipment has been checked, and electrical safety checks completed. An ongoing calendar of future checks, with a clear indication of who is responsible, has been set up to ensure that all required fire safety checks continue to be undertaken in the future.
- Two members of staff have been trained as fire wardens, and all staff have received training in fire safety and evacuation procedures. Leaders are vigilant to ensure that no fire exit is blocked. Detailed logs are maintained, to record fire evacuation drills and the maintenance of equipment. Fire risk assessment is now fit for purpose and complies with the Regulatory Reform (Fire Safety) Order 2005.
- The proprietor and headteacher have ensured that the standards are now met.

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

*Paragraphs 25, 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d)*

- At the time of the previous inspection, the proprietor did not ensure that the school premises and accommodation, and the facilities provided therein, were maintained to a standard that ensured the health, safety and welfare of pupils. There was no hot running water in the washrooms. Testing to ensure a safe water supply had not been carried out.
- Evaluation of the action plan reported that the hot water issue had been resolved at the time of the previous standard inspection. Leaders also arranged for the water supply to be tested during that inspection. However, the action plan did not detail the persons responsible for carrying out the water supply checks and how frequently the checks will be made and recorded in the future.
- The current action plan specifically addresses issues related to the water supply and its testing. Since the previous standard inspection, hot water supplies have been connected to all washrooms. The supply of hot water is tested daily. Clear signage also indicates which taps provide safe drinking water. Logs record the thorough testing of the water supply and indicate the person who has undertaken the checks.
- Health and safety and fire safety policies and procedures contribute effectively to ensuring that the premises and the accommodation and facilities are maintained to a standard that ensures the health, safety and welfare of the pupils. Leaders have worked diligently to address previous weaknesses and to ensure that planning is in place to monitor future provision.
- Leaders have ensured that these standards are now met.

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

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

- At the standard inspection in February 2019, it was found that the proprietor had not ensured that all the independent school standards were met consistently. Leaders had not maintained regular checks on compliance to promote the safety and well-being of pupils.
- The action plan did not include any actions related to leadership and management. The plan did not detail the training leaders would receive or the actions to be put in place to ensure that leaders have the appropriate knowledge and skills required to discharge their duties effectively.
- The current action plan details training for senior leaders, with realistic timescales and planned evaluation of the impact of the training on the work of the school. Specific areas of knowledge and skills, for example those related to fire safety, are detailed. The action plan is also linked effectively to the school development plan, where further areas of professional development, for leaders, are identified and well planned.
- The proprietor and headteacher have taken the recommendations made at the time of the previous standard inspection seriously. They have worked diligently to address the identified areas of weakness. Designated leaders complete regular risk assessments and monitor health and safety provision. All aspects of health and safety, including fire safety, are scrutinised. Actions are recorded and improvements made where necessary.
- Leaders undertake regular checks of the building and facilities to ensure compliance with all aspects of health and safety requirements. They work effectively, with all staff, to identify and to tackle any issues. This ensures that the independent school standards are met consistently.
- Leaders have ensured that these standards are now 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. 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**

#### **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.
- 11. The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 12. The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.

#### **Part 3. Premises of and accommodation at schools**

- 25. The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

#### **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.

## School details

Unique reference number	136510
DfE registration number	937/6108
Inspection number	10119195

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 school
School status	Independent school
Age range of pupils	11 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	30
Of which, number on roll in sixth form	4
Number of part-time pupils	2
Proprietor	Vivienne Morgan
Chair	Vivienne Morgan
Headteacher	Elaine Simmons
Annual fees (day pupils)	£30,000
Telephone number	01926 484203
Website	<a href="http://www.northleigh.co.uk">www.northleigh.co.uk</a>
Email address	<a href="mailto:elaine.simmons@northleigh.co.uk">elaine.simmons@northleigh.co.uk</a>
Date of previous standard inspection	26–28 February 2019

## Information about this school

- Northleigh House School is a small independent day school located in Hatton, near Warwick. It opened in May 2011 and admitted its first pupils in September 2011. The school is registered for up to 30 pupils aged 11 to 19.
- The school offers places to pupils who experience high levels of anxiety and social and

emotional difficulties. Pupils are funded by their local authorities or privately. No children are looked after by the local authority. The vast majority are White British.

- There are currently 30 pupils on roll, four of whom attend the sixth form. Most of the pupils have an education, health and care (EHC) plan. All have experienced disruption to previous learning. To provide for the learning needs of its pupils, the school provides a high pupil–teacher ratio.
- The school does not use any alternative provision. It does, however, engage with the wider community to provide additional opportunities for pupils.
- The school’s last standard inspection took place on 26 to 28 February 2019. The inspection found that it did not meet all the independent school standards.

## 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 inspection was carried out with no notice and lasted one day. It was carried out during the school's half-term holiday. As a result, no pupils were in attendance.
- This was the first monitoring inspection since Ofsted evaluated the school's action plan on 10 July 2019 and found it not to be acceptable.
- The inspector held meetings with the headteacher, a senior leader and the proprietor.
- Before the inspection, the inspector checked the school's website.
- The inspector toured the premises, accompanied by the senior leader, to check for fire safety and the procedures for speedy exit from the building in the event of fire. In addition, checks were made in relation to the provision of hot water in washrooms and the testing of water supplies.
- The inspector scrutinised a variety of safeguarding, health and safety and fire safety documents. In addition, the inspector scrutinised the recording of fire safety checks by the school's leaders, to check compliance with the Regulatory Reform (Fire Safety) Order 2005.

## Inspection team

Mike Onyon, lead inspector

Ofsted Inspector

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