

Seadown School

1a Farncombe Road, Seadown House, Worthing, West Sussex BN11 2BE

Inspection dates

20 November 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 2(1), 2(1)(a), 2(2), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii) and 2(2)(e)(iii)

- At the last standard inspection, it was found that the curriculum did not provide secondary pupils with impartial careers guidance. Furthermore, although outcomes for pupils, and teaching, learning and assessment were judged to be good, expectations for secondary-phase pupils were not as high as they could be.
- Older pupils are now provided with impartial careers advice from an outside independent company. Pupils welcome this. They confirmed to the inspector that these sessions are now taking place and that they found their first sessions useful.
- New leaders are reviewing the way the school delivers its curriculum, especially in light of the new education inspection framework introduced in September 2019. This includes the curriculum available to secondary-phase pupils, and the impact that this has on the quality of their education overall. This work is ongoing. It is clear that new leaders have appropriately high expectations for the quality of education provided by the school.
- Because school leaders have addressed the shortcomings found in this paragraph, this standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), and 32(1)(c)

- At the time of the previous standard inspection, safeguarding was found to be ineffective. Leaders and staff did not know enough about statutory guidance for keeping children safe. Safeguarding training was not as strong as it could have been. Not all policies were up to date or reflected practice within the school.
- The school's safeguarding policy, which is published on the school's website, is compliant with current guidelines.
- All staff have completed relevant safeguarding training. This includes specific training on the additional contextual risks faced by pupils who attend the school. Staff receive safeguarding updates routinely. The school's designated safeguarding lead and her deputy have also attended appropriate training delivered by the local authority.

- Leaders have reviewed the school's systems for staff to report concerns. Staff have also received additional training on the school's own internal procedures for reporting safeguarding concerns.
- Leaders understand fully their responsibility to report certain concerns to the Disclosure and Barring Service.

9, 9(a), 9(b), 15, 16 and 16(a)

- The behaviour policy has been reviewed. It now reflects more closely the day-to-day routines and procedures for managing behaviour in the school. Staff continue to manage the behaviour of pupils effectively. Pupils told the inspector that poor behaviour was not a concern for them.
- Leaders now have a clearer understanding about their duties to ensure that pupils who have left the school, or who are on roll but whose attendance is poor, are safe. Record keeping has been reviewed. The inspector was able to track a case study which showed leaders acting proactively with other agencies where they have concerns about individual pupils.
- A risk assessment policy is now in place. At the time of the last standard inspection, the school's approach to compiling and implementing risk assessments was found to be sound. This continues to be the case.
- Because school leaders have addressed the shortcomings found in these paragraphs, this standard is now met.

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

18(2), 18(2)(b), 21(1), 21(3), 21(3)(a) and 21(3)(a)(iii)

- The previous standard inspection found evidence that some checks were not recorded correctly on the single central register. Not all checks about eligibility to lead and manage independent schools had been completed or recorded for leaders. It was also found that there were no clear lines of responsibility for maintaining the single central record of recruitment checks.
- The single central record is now fully compliant with current guidelines. All checks, including those of leaders' eligibility to lead and manage independent schools, have been completed and recorded correctly.
- Leaders have a clear understanding of who will carry out checks and maintain the single central record. Regular checks to ensure that the single central record is compliant with current guidelines are carried out by leaders and a representative of the proprietor.
- Because school leaders have addressed the shortcomings found in these paragraphs, this standard is now met.

Part 6. Provision of information

32(1), 32(1)(a), 32(1)(h), 32(2), 32(2)(b), 32(b)(i) and 32(2)(c)

- At the last standard inspection, it was found that not all information required by Part 6 was available. Some information about pupils was not readily available. The website did not contain all of the contact information of the proprietor and chair of governors.
- Leaders have addressed the way they record and evidence information about individual

pupils. Information is now available regarding the quality of provision and the income and expenditure for each pupil.

- Contact details for the proprietor and current chair of governors are now published on the school website. Leaders and the proprietor are aware of their responsibility to update this information as and when required.
- Because school leaders have addressed the shortcomings found in this paragraph, this standard is now met.

Part 8. Quality of leadership in and management of schools

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

- The previous standard inspection found that the proprietor had not ensured that all of the independent school standards were met. Safeguarding was not effective.
- The proprietor appointed an interim headteacher soon after the last standard inspection in May 2019. Much work has been done to address unmet standards and qualitative weaknesses at the school since that time. A new substantive headteacher took up his appointment in early November 2019. A new deputy headteacher took up her appointment in September 2019.
- Although the action plan submitted to the Department for Education was judged to be unsatisfactory, leaders have addressed and rectified most of the shortcomings identified at the last inspection. The newly appointed headteacher is also carrying out his own assessment of the school's strengths and weaknesses. Although the new leadership team is in its infancy, it is clear to see a new energy and urgency in leaders' actions to improve the school further.
- At the time of this monitoring inspection, governance of the school was still in a period of transition. The proprietor and directors have decided to approach governance in a new way.
- The previous interim headteacher has been tasked with forming a new governing body. Arrangements for this to happen are well under way. Potential governors with appropriate experience and expertise have been identified. Some have already agreed to join the new governing body. It is expected that the newly established governing body will hold its first formal meeting before the end of the autumn term.
- Safeguarding is now effective. In addressing most of the shortcomings identified at the last standard inspection, leaders are now effectively promoting the well-being of pupils. However, at the time of this monitoring inspection it was not possible to judge that all aspects of Part 8 of the independent school standards are now met. Governance is in transition. More time is needed for the proprietor, new governors and leaders to establish a fully effective model to lead and manage the school.
- Because leaders and the proprietor have not fully addressed all of the shortcomings found in this paragraph, this standard continues to be unmet.

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

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if—
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively.
- 2(2) For the purposes of paragraph (2)(1)(a), the matters are—
 - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that—
 - 2(2)(e)(i) is presented in an impartial manner;
 - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
 - 2(2)(e)(iii) helps to encourage them to fulfil their potential.

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.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that—
 - 9(a) a written behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour; and
 - 9(b) the policy is implemented effectively.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.
- 16 The standard in this paragraph is met if the proprietor ensures that—
 - 16(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy.

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

- 18(2) The standard in this paragraph is met if—
 - 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is—
 - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether—
 - 21(3)(a)(iii) a check was made to establish whether S is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction.

Part 6. Provision of information

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that—
 - 32(1)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate; and
 - 32(1)(h) where a pupil wholly or partly funded by a local authority (except where funding is solely for free of charge early years provision in accordance with the duty contained in section 7 of the Childcare Act 2006) is registered at the school, an annual account of income received and expenditure incurred by the school in respect of that pupil is provided to the local authority and, on request, to the Secretary of State.
- 32(2) The information specified in this sub-paragraph is—
 - 32(2)(b) either—
 - 32(2)(b)(i) where the proprietor is an individual, the proprietor's full name, address for correspondence during both term-time and holidays and a telephone number or numbers on which the proprietor may be contacted;
 - 32(2)(c) where there is a governing body, the name and address for correspondence of its chair.

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)(c) actively promote the well-being of pupils.

School details

Unique reference number	135691
DfE registration number	938/6228
Inspection number	10126656

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	6 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	26
Number of part-time pupils	0
Proprietor	Terry Goble
Headteacher	James Eagle
Annual fees (day pupils)	£26,220 to £54,000
Telephone number	01903 608 750
Website	www.seadownschool.co.uk
Email address	office@seadownschool.co.uk
Date of previous standard inspection	14–16 May 2019

Information about this school

- Seadown School provides education for pupils with social, emotional and mental health issues. Many pupils have additional needs, such as autism spectrum disorder.
- The school was last inspected in May 2019, when the overall effectiveness of the school was judged to be inadequate and unmet independent school standards were found.
- After the last standard inspection, and until recently, the school was led by an interim headteacher. The current substantive headteacher took up his position at the start of November 2019. Since the last standard inspection, a new deputy headteacher has also been appointed.

- Pupils are assigned to one of four classes that are mostly organised by age. The two lower-school classes have mainly primary pupils, while the two upper-school classes are for secondary pupils.
- All pupils attending the school have an education, health and care plan.
- The school does not use any alternative provision for secondary-aged pupils.

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 was the first progress monitoring inspection since the previous standard inspection in May 2019. As a monitoring inspection, this inspection was carried out without notice.
- The school's action plan to address the unmet independent school standards identified at the last standard inspection was rejected by the Department for Education in August 2019.
- During this inspection, the inspector carried out a range of activities within the school. These included brief classroom visits to assess the quality of pupils' work and to talk to them about their learning. The inspector also viewed different parts of the school's premises, including communal areas, stairways and passageways.
- Meetings were held with school leaders, including the headteacher, deputy headteacher, who is also the designated safeguarding lead, and the senior teacher. The inspector also met with a representative group of pupils.
- The inspector held telephone calls with a director, who represented the proprietor, and the leader who held the position of interim headteacher prior to the appointment of the present substantive headteacher.
- A wide range of documentation was scrutinised, including the school's safeguarding and other associated policies. The single central record of staff checks was scrutinised, as well as other records regarding leaders' work to address unmet standards identified at the last standard inspection.

Inspection team

Clive Close, lead inspector

Her Majesty's 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 unmet 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

The school now meets the following requirements of the independent school standards

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numbers on which the proprietor may be contacted;

- 32(2)(c) where there is a governing body, the name and address for correspondence of its chair.

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