

Cambian Walnut Tree Lodge School

Inspection dates

23 January 2020

Overall outcome

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

Main inspection findings

Part 3. Welfare, health and safety of pupils

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

- At the previous inspection in June 2019, leaders had not ensured that this standard was met because they had not carried out all the appropriate checks on contractors working on the site or made sure they were properly supervised.
- Leaders undertook to:
 - review the current procedure and practice for managing visitors on site
 - train staff on how to manage visitors in line with the school’s safeguarding policy
 - develop a poster with information on how to deal with visitors
 - update the visitor leaflet so that it reflects the changes to the latest statutory guidance
 - hand a visitor leaflet to each school visitor and explain the content so that they are aware of their safeguarding responsibilities.
- The new headteacher has ensured a strong culture of safeguarding pupils. Posters and notices alert visitors immediately to their responsibilities regarding safeguarding practice. Visitor leaflets have been updated. They give a clear message to staff, visitors and contractors about their responsibilities on how to keep pupils safe when working on the school site.
- Leaders have established clear systems to ensure that all contractors working on site have had the appropriate checks completed and are properly supervised.
- Training records show that all appropriate training for staff has taken place. Staff are fully aware of their roles and responsibilities.
- Systems for checking pupils’ well-being, safety and health are rigorous. Strong links for routinely communicating important aspects of pupils’ well-being exist between school staff and other professionals. This helps all staff get accurate and regular information on how pupils are feeling. Leaders have ensured that processes are closely aligned with the school’s safeguarding policy.

- This standard is met.

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

Paragraph 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii)

Paragraph 21(1)

Paragraph 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c)

- At the inspection in June 2019, leaders had not ensured that the checks and records for staff employed to carry out work on the site were complete.
- Leaders undertook to:
 - make sure that the identification and enhanced criminal record disclosure for all supply staff are checked before they begin to work in the school
 - obtain evidence from the supply agency that all appropriate checks have been carried out
 - obtain letters of assurance regarding checks made on Cambian staff and contractors working on site
 - ensure that all contractors are processed as visitors within school and are suitably supervised.
- Leaders' checks on all staff, including supply staff, contractors and visitors, are thorough. Leaders obtain all of the required information about adults' suitability to work with children before they start work at the school. The information is recorded on the single central register and filed effectively.
- Staff explain how they apply strict measures for ensuring all visitors are aware of what is expected from them to ensure that pupils are safe at all times.
- These standards are 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 in June 2019, this standard was not met because, as explained in the report, some leaders did not have a clear understanding of the independent school standards.
- Leaders undertook to:
 - appoint a substantive headteacher for the school
 - ensure that governors receive appropriate safeguarding training
 - ensure that the staff managing the single central register and the recruitment process have relevant experience and training in safer recruitment
 - make sure that there is an adequate budget, so that staff can access relevant training

- carry out spot checks on visitors to check compliance with the newly established procedures
- check the single central register and record findings every half term or when changes are made.
- Since September 2019, the leadership has been significantly strengthened. The regional director is mentoring the new substantive headteacher effectively. This is helping her to gain an increasingly good understanding of the independent school standards.
- All staff have received the mandatory training for safeguarding children, and some have attended additional training. Training and induction processes are ensuring that all staff can contribute fully to ensuring the safety, health and well-being of pupils.
- Administrative processes, such as maintaining records of employee checks, have been improved and the headteacher currently oversees this. The regional director ensures that the staff and visitor records of employment checks are audited half termly.
- The headteacher is meticulous with the record keeping. She has successfully ensured that the independent school standards are now met.
- Staff discuss pupils' well-being each morning and at the end of the day. This identifies any safeguarding issues and ensures that staff have the latest information about pupils. These discussions are well documented. Actions are agreed, assigned and followed up appropriately. Regular safeguarding updates and weekly 'spot checks' ensure that staff remain alert at all times.
- The latest action plan that leaders submitted was not fit for purpose. Leaders' current action plan is far more detailed and evaluative. Some actions need to be better monitored against clear success criteria. Some documentation could be better organised. This will help leaders check more easily the impact of their work.
- This 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. 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

- 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.

- 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) written notification from the employment business in relation to that person—
 - 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)(i)(dd) that, where the person is one for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person's suitability to work in a school, it or another employment business has obtained such further checks as appropriate, having regard to any guidance issued by the Secretary of State; 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)(c) before a person is offered for supply by an employment business begins work at the school the person's identity is checked by the proprietor of the school (irrespective of any such check carried out by the employment business before the person was offered for supply);
 - 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)(i) the notification referred to in paragraph (a)(i); and
- 19(2)(d)(ii) a copy of any enhanced criminal record certificate which the employment business obtains.
- 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(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.
- 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	135990
DfE registration number	822/6014
Inspection number	10134609

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	Mixed
Number of pupils on the school roll	6
Proprietor	c/o Cambian Education
Chair	Mr Chris Strong
Headteacher	Mrs Joyce Kuwaza
Annual fees (day pupils)	£41,500
Telephone number	0800 138 1184
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 school was registered by the Department for Education (DfE) in September 2009.
- The school is registered to admit 15 pupils.
- The school provides education for pupils who have social, emotional and/or mental health difficulties.
- The substantive headteacher has been in post since September 2019. She was previously employed at the school as a lead teacher.

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 second progress monitoring inspection since the standard inspection in June 2018.
- The inspector met with the headteacher and the director. She also met with members of the teaching and support staff.
- A wide range of documentation was looked at in relation to safeguarding pupils. This included leaders' monitoring records, safeguarding policies, surveys from external professionals, pupil voice surveys and records of pupil concerns. The inspector also looked at the school's systems and processes for checking all adults, including contractors and visitors' suitability to work with children.
- Inspection history:
 - On 17 July 2009, Ofsted conducted a pre-registration inspection.
 - In May 2010, Ofsted conducted the school's first standard inspection. The school was judged as providing a good standard of education. One of the independent school standards was not met.
 - In June 2012, Ofsted conducted an emergency inspection. Seven of the independent school standards were not met.
 - Following the emergency inspection, the DfE required the school to provide an action plan. The action plan was approved with modifications on 9 December 2012.
 - In December 2012, Ofsted conducted a progress monitoring inspection. Two of the independent school standards were not met.
 - In July 2013, Ofsted conducted a material change inspection.
 - In December 2013, Ofsted conducted a standard inspection. The school was judged as adequate and all of the independent school standards were met.
 - In March 2015, Ofsted conducted a material change inspection.
 - In October 2016, Ofsted conducted a standard inspection. The school was judged as requires improvement. Two of the independent school standards were not met.
 - Following the October 2016 inspection, the DfE required the proprietor to provide an action plan. Ofsted evaluated an action plan in January 2017 and a second action plan in June 2017.
 - In October 2017, Ofsted conducted a progress monitoring inspection. The two independent school standards that were not met at the October 2016 inspection remained unmet.
 - Following the October 2017 inspection, the DfE required the proprietor to provide an action plan. Ofsted evaluated the action plan in February 2018.

- In June 2018, Ofsted conducted a standard inspection. The school was judged as requires improvement. The two independent school standards that were not met at the October 2016 inspection and the October 2017 remained unmet.
- Following the June 2018 inspection, the DfE required the proprietor to provide an action plan. Ofsted evaluated an action plan in March 2019.
- In June 2019, Ofsted conducted a progress monitoring inspection. Four of the independent school standards were not met.
- On 29 July 2019, following the June 2019 progress monitoring inspection, the DfE issued the proprietor with a Notice. The DfE required the school to provide an action plan. Ofsted evaluated an action plan in October 2019 and a second action plan in December 2019. The action plan was approved with modifications on 9 December 2019.

Inspection team

Cindy Impey, lead inspector

Her Majesty's Inspector

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